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1948

TWELFTH ANNUAL REPORT

of the

Unemployment

Compensation Commission

of Montana



1948





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Unemployment
Compensation Commission
of Montana



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*Advisory Council to the
Unemployment Compensation
Commission*

Representatives of the Public:

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MRS. ROBERT E. TOWLE, Helena
JAMES V. BENNETT, Scobey
CLAUDE C. GRAY, Big Timber

Representatives of Employees:

W. A. BOYLE, Billings
BRUCE I. STEINMETZ, Great Falls
JOHN H. DRISCOLL, Butte
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Representatives of Employers:

ROBERT J. CORETTE, Butte
JOHN F. M. TRAVIS, Havre
O. W. McINTYRE, Great Falls
R. R. VELDMAN, Libby



Montana Farm Labor Advisory Committee

A. H. Kruse, Chairman	State Dept. of Agriculture	Helena
P. J. Creer, Secretary	U. S. Dept. of Agriculture, B.A.E.	Helena
Lyman H. Andrews	The Great Western Sugar Company	Billings
L. L. Beckstead	Northern Beet Growers Association	Chinook
Rowland M. Cannon	Utah-Idaho Sugar Company	Chinook
Don Chapman	Montana Farmer's Union	Great Falls
Frank A. Cleland	American Crystal Sugar Company	Missoula
L. R. Cool	Holly Sugar Corporation	Hardin
Claude Gray	Farm Bureau	Big Timber
Ray B. Haight	Extension Service	Bozeman
Chris Josephson	Montana-Dakota Beet Growers Association	Sidney
W. E. Ledbetter	USDA—Labor Branch	Billings
Dexter W. Lillie	Holly Sugar Corporation	Sidney
Clarence Popham*	Western Beet Growers Association	Corvallis
Fred Sanborn	Great Northern Railway Company	Great Falls
Ford F. Scalley	Utah-Idaho Sugar Company	Chinook
Ed. Swift	American Crystal Sugar Company	Missoula
L. J. Van Houten	Montana Beet Growers Association	Custer

* Montana Agricultural Representative on the Federal Advisory Council of the Bureau of Employment Security.

Montana Joint Merit System Council

MELVIN P. MARTINSON, Supervisor, Helena

E. MARTIN LARSON, M.D., Great Falls

FRANCIS THOMSON, D. SC., Butte

EMMET J. RILEY, PH. D., Helena



Unemployment Compensation Commission of Montana ★ Helena



November 15, 1948

The Hon. Sam C. Ford
Governor of Montana
Capitol Building
Helena, Montana

Dear Governor Ford:

We have the honor to submit the Twelfth Annual Report of the Montana Unemployment Compensation Commission for 1948 which in many ways was a year of outstanding achievement for business and industry in Montana.

We know you will be interested in the statistics and research of this Commission which reveal that during the year there was more employment, less unemployment, more covered employers, higher payrolls, higher wages and higher personal income to the citizens of Montana than in any previous year in the history of the state.

Respectfully submitted,

A cursive signature of Boneloy Fairhead.

Chairman

A cursive signature of L. G. McNayer.

Commissioner

A cursive signature of Carl Anderson.

Commissioner

TWELFTH ANNUAL REPORT

of

The Unemployment Compensation Commission of Montana

1948

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TRENDS IN EMPLOYMENT AND UNEMPLOYMENT—SEASONALITY—TOTAL WAGES—PERSONAL INCOME—MONTANA BUSINESS POPULATION

Employment Stabilization Is The Ultimate Goal of an Employment Security Program

Proper administration of an Employment Security Agency such as this Commission is based primarily upon collection of a tax, placing persons on jobs and paying jobless insurance benefits to eligible applicants in the event that no suitable jobs are available. Of equal or even greater importance, from a long range point of view, however, is the development of avenues for a general attack upon the evil of unemployment—an attack that must be spearheaded by factual information.

Legislative mandate for such an attack is set forth in Section 2 of the Montana Unemployment Compensation Law:

"Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this State. Involuntary unemployment is therefore a subject of general interest and concern which requires appropriate action by the legislature to prevent its spread and to lighten its burden which now so often falls with crushing force upon the unemployed worker and his family. The achievement of social security requires protection against this greatest hazard of our economic life. This can be provided by encouraging employers to provide more stable employment and by the systematic accumulation of funds during periods of employment to provide benefits for periods of unemployment, thus maintaining purchasing power and limiting the serious social consequences of poor relief assistance. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this State require the enactment of this measure under the police powers of the State for the compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own."

Under this legislative mandate this Commission herewith presents for the consideration of the Governor, the Legislature and other interested citizens, such factual data, based on the statistics of employment, business activity, and other relevant factors as appear necessary and suitable to proper administration of the act and a continuing probe into the causes of unemployment and the most reasonable means of combatting this hazard to the economic life of our state.

Facts Are Basic To Program

Chief sources of this factual information are:

1—Contribution reports covering employment and payroll data prepared every three months by more than 12,000 Montana employers and submitted to the Commission.

2—Voluntary monthly reports prepared by a group of several hundred representative Montana employers who are co-operating with the Commission and the Bureau of Labor Statistics in order to make possible monthly employment estimates and a continuing study of long term and seasonal employment fluctuations within the Treasure State.

3—Data from personal contacts and personal observations made with business, professional and labor people by Commission employees situated in local employment offices.

4—Information submitted by applicants for work and claimants for benefits through state employment offices.

5—A system of classifying every employing unit on the basis of the industry in which it is engaged and the county in which it is located.

6—A business machine department which makes it possible to select statistical data concerning payrolls, total employment, contributions, benefits, number of employers, type of business, location of business, employment trends, unemployment trends, short-term forecasts of coming labor market conditions, types of industry represented with relative importance according to scope of operation, employment among women, employment among veterans, employment among the handicapped, labor market needs in various sections of the state and many other factors related to problems of employment stabilization.

Research Unearths Facts

Certain of these relevant factors unearthed by Commission research and statistics reveal that:

1—Since the end of the war, there are throughout the year, an average of more than 20,000 additional workers employed in nonagricultural industry in Montana and the number of business houses giving employment to one or more persons has increased by 50 per cent.

2—Last year 1,736 business houses that were giving employment, changed hands.

3—Another 1,747 business firms commenced giving employment for the first time.

4—Another 519 firms that had previously hired workers and then operated without employees for a period of time again commenced hiring workers for wages.

5—Still another 1,126 firms either quit business entirely or ceased to employ help.

6—The net gain for the calendar year was 1,140 employing units bringing the total number at the close of 1947 to 11,673.

7—At the close of the fiscal year, 1948, the total was 12,166.

8—Payrolls in Montana have nearly trebled during the past decade—workers in covered industry in Montana were paid \$218,000,000 in 1947 and \$114,000,000 during the first half of 1948.

9—Total personal income to Montana citizens approximated \$825,000,000 last year. The 1948 total may reach a billion, dependent upon farm prices.

10—The population of Montana may have increased about 4 per cent since 1940.

11—During the past year, there has been less unemployment than ever before in a peace-time year since employment security records have been kept in Montana.

12—Regardless of how high employment totals may go there will always be a certain amount of involuntary unemployment so long as we retain our democratic form of government. Only under a totalitarian form of government is total employment and total business possible.

13—Montana's taxpayers received a 1.7 million dollar tax cut during the first year of operation of the experience rating amendment adopted by the 1947 legislature.

14—It is estimated that during the second calendar year of operation the experience rating amendment brought about a tax reduction in the neighborhood of \$2,000,000.

15—The employment service division of the Commission filled 28,000 jobs for Montana employers during 1947 and an estimated 40,000 jobs during 1948.

16—Chief reason for the increase is that responsibility for supplying farm labor to Montana's farmers was returned to the Commission at the commencement of the 1948 fiscal year.

17—Full use of the State Employment Service combined with the operation of the experience rating amendment has a tendency to stabilize employment, but complete employment stabilization probably cannot be achieved without the introduction of counter-seasonal industry into the highly seasonal pattern of the Montana economy. Additional fact-finding and cooperative study by business and government is indicated in this area.

18—The impact of winter on our state economy annually takes a toll of thousands of jobs—cost of this seasonal employment decline is measured in terms of millions of dollars in benefit payments alone—in terms of lost production the cost to industry is much greater.

19—In 1947, employer contributions to the Montana Unemployment Compensation Trust Fund amounted to 3.4 million dollars.

20—In 1947, benefit payments totaled about 5 million dollars but more than four million of the amount was paid to self-employed and unemployed veterans from federal funds.

21—Balance in the fund at the close of 1948 will probably approximate \$28.7 million.

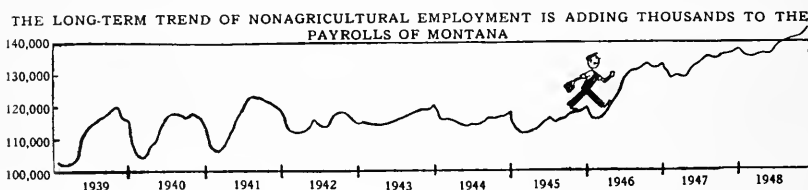
22—With the expiration of readjustment allowance payments from federal funds next July virtually the entire burden of unemployment in the Treasure State will revert to the Montana fund. Today virtually all unemployment benefits to War II veterans are paid out of federal funds provided under the GI Bill of Rights.

23—Approximately 65% of the Montana veterans who received readjustment allowance benefits during periods of unemployment last year had worked and earned wage credits in covered industry in Montana and probably would have filed claims against the Montana Trust Fund had it not been that they were eligible for the larger federal benefit.

Montana's Nonagricultural Industries Have Gained 30,000 Wage Earners in Four Years

Two employment trends are in operation in Montana today. One is a long-term trend which has carried employment in the Treasure State to new all-time highs.

The other is a short-term seasonal trend which annually builds up to its peak in the week preceding Christmas then rapidly drops off during the next 60 days bringing involuntary termination of employment to a minimum of 6,000 nonagricultural workers.



The long-term employment rise got underway early in 1945 when Montana's war battered economy was near its low point. Sixty thousand of the state's young men were away in the armed forces, another 30 thousand Montana citizens had been attracted to centers of war industry. Thousands of business houses had closed their doors. The population of the Treasure State had declined to about 450,000.

When the employment rise set in, Montana's nonagricultural industry was employing about 111,000 workers. By December of

1945 the figure had increased to 119,700. A year later in December of 1946 there were 133,000 workers employed in nonagricultural industry—by December of 1947 it had increased to 137,000 and for December of 1948, nonagricultural employment was estimated in excess of 140,000.

Thus the long-term trend which has been underway for four years has seen an absolute increase of nearly 30,000 workers from the war-time low. The year-around average increase is well in excess of 20,000 workers.

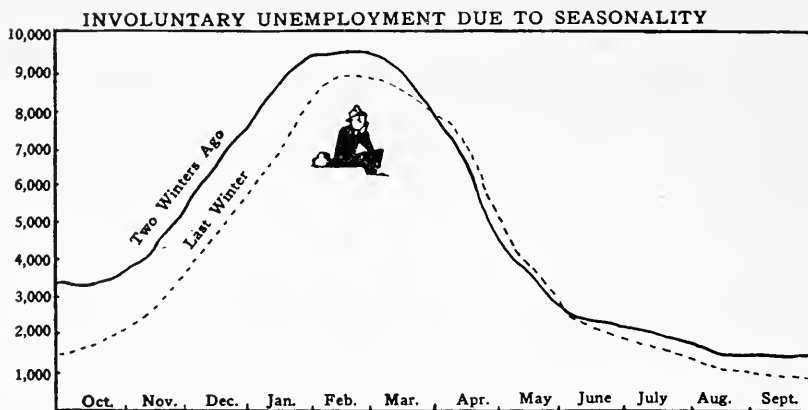
This rising trend is continuing today but as shown in the accompanying graph the rate of growth appears to be flattening out by comparison with the near-vertical jump that followed VJ-Day.

Closer scrutiny of the graph will reveal that while the long-term trend is up there is, superimposed upon this long-term trend, an undulating trend of seasonal employment and unemployment. This seasonal trend is clear cut in the pre-war years—flattens out during the war years and then undulates as it climbs precipitously during the early post-war years. As can be seen, the seasonal variation is not as great today as it was in pre-war days but it is still very definitely a factor in the lives and livelihood of the six to eight thousand wage earners and their families who are the victims of winter lay-offs even under our present high employment economy. The long-term trend, in itself, appears to have acted in the nature of a stabilizing factor in that it has obliterated some of the seasonal variation, however, in the absence of any evidence to the contrary it is only prudent to assume that any economic calamity on the national level, or even local drouth, that might cause a reversal in the long-term trend, would probably see an attendant increase in the seasonal variation which would mean vastly increased involuntary unemployment due to seasonal factors over which neither the employer nor the employee could exercise any reasonable control.

Seasonality Causes Unemployment

Right now our economy is gripped by an annual upswing of unemployment which occurs just as regularly as clock work at this time of year.

The accompanying graph shows what happened last winter and the winter before. The same thing is happening again right now and will happen again and again every winter regardless of how high sales and profits and wages and production and income may climb unless we are able to devise some means of counter-balancing this seasonal slump. Unemployment generally reaches its low point in October and then following well-



established seasonal trends it commences to climb, slowly at first but at a constantly accelerating rate. By late November, it will have doubled and then before the peak is reached in March it will have doubled again and perhaps again. The extent of the geometrical progression of unemployment during the winter months is determined by factors other than seasonality but the pattern remains unchanged regardless of the extraneous influences that may be brought to bear.

Pattern of Unemployment Does Not Change

The pattern is so well established that not even a great war could obliterate it and now today the highest employment level ever known in the Treasure State has failed to change its contour. But while the shape of the curve remains unchanged the magnitude of the curve is subject to year to year fluctuations. The number of persons who are thrown out of work during those months varies and is influenced by factors other than seasonality. For instance, during the pre-war semi-recession years of 1939 to 1941 the same pattern of seasonal unemployment as exists today was being adhered to but the number of unemployed persons involved was vastly greater than it is today. And, during the war years, when 90,000 or more of our citizens were absent from the state and a war economy was in effect, the pattern of seasonal unemployment still failed to change although the number of unemployed persons involved was so small as to be insignificant.

Why Seasonal Unemployment

The reason we have seasonal unemployment is that it is not reasonable to attempt to dig basements in frozen ground. Wheat cannot be seeded in January. Cement doesn't take well

to freezing temperatures. Very little highway or railroad construction can be undertaken in winter and the tourist industry executes a neat fold-up when the wind starts blowing from the north bringing with it adverse repercussions which are felt in many other lines of business.

Unemployment Insurance Is Good Business

The reason it is good business to pay benefits to involuntarily unemployed workers who are the victims of this seasonal industrial fluctuation is that it is absolutely essential to the economy of the state that these trained people be available on short call when the employment curve commences its abrupt climb next spring. During the next 90 days there will be hundreds of experienced and highly qualified construction workers, sugar factory workers, retail sales people and lumberjacks unemployed for various periods of time and under the high-level employment that pertains nationally today, an equal or greater demand for these people exists in other states and if we are not able to hold them some other state will absorb them.

It is the belief of the Commission that Unemployment Compensation has gone a long way toward holding this pool of trained labor available. If the pool did not exist, if it dried up or seeped out to other states, then next spring when Montana employment statistics are due to rise they might not rise and the difference would be measured in lost production, lost profits, lost sales and lost personal income to all of the citizens of Montana.

Total Wages Paid In Montana By Industry

In the accompanying tabulation, total wages paid in Montana in the various covered industries during 1946 and 1947 is shown. Totals for the calendar year 1948 will not be available until after all reports for the fourth quarter have been received and tabulated during the early months of 1949. However, it is possible to predict now that virtually all industries with the exception of coal mining will show increased payrolls. Anticipated decline in coal mining payrolls can be attributed to seasonality which brought about shut-downs during the summer of 1948.

TOTAL 1946 and 1947 PAYROLLS OF ALL COVERED INDUSTRIES

	1946	1947	% Change
MINING			46.47
Metal Mining	\$ 16,437,675	\$ 21,037,311	28.0
Bituminous and Other Soft-Coal Mining	3,507,627	3,471,343	—1.0
Crude Petroleum and Natural-Gas Production	4,214,075	4,588,575	8.9
Non-Metallic Mining and Quarrying	1,242,483	1,659,336	33.5
CONSTRUCTION			
Building Construction—General Contractors	5,537,246	6,313,011	14.0
General Contractors, Other Than Building	4,071,292	6,687,367	64.3
Construction—Special-Trade Contractors	3,949,083	5,516,252	39.7

MANUFACTURING

Food and Kindred Products			
Meat Products	1,151,288	1,300,771	13.0
Dairy Products	1,592,286	1,781,615	11.9
Canning and Preserving	140,467	185,428	32.0
Grain-Mill Products	2,067,240	2,459,423	19.0
Bakery Products	1,485,912	1,647,220	10.9
Sugar	2,151,459	2,659,214	23.6
Beverage Industries	1,237,093	1,388,982	12.3
Miscellaneous Food Preparations	190,996	204,723	7.2
Logging, Sawmills and Wood Products	9,287,451	13,712,891	47.6
Printing and Publishing	2,859,875	3,306,165	15.6
Chemicals and Allied Products	845,318	999,891	18.3
Petroleum Refining	2,253,391	2,599,886	15.4
Stone and Clay Products	1,142,346	1,380,409	20.8
Primary Metal Industries (smelters, reduction plants, foundries, etc.)	10,978,698	12,767,171	16.3
Miscellaneous Manufacturing Industries	572,663	1,695,794	196.1

TRANSPORTATION

Transportation other than Interstate Railways	5,862,602	7,214,175	23.1
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COMMUNICATION

Communication: Telephone, Telegraph and Related Services	3,639,664	4,356,043	19.7
Utilities: Electric, Gas and Other	5,571,622	6,516,833	17.0

WHOLESALE TRADE

Wholesale Distributors	15,952,405	19,109,656	19.8
Wholesale and Retail Trade Combined, n.e.c.	3,765,115	4,686,407	24.5

RETAIL TRADE

Department Stores	3,093,521	3,905,916	26.3
Limited-Price Variety Stores	939,123	1,065,619	13.5
Dry Goods Stores	1,625,746	2,053,874	26.3
General Merchandise Stores	1,459,194	1,674,753	14.8
Food Stores			
Grocery, Meat, Fruit and Vegetable Stores	4,509,737	5,350,191	18.6
Candy and Confectionery Stores	214,915	295,729	37.6
Dairy Products, Milk Stores	398,928	619,051	55.2
Automotive Dealers			
Automotive Dealers, New and Used Cars	5,370,197	7,184,365	33.8
Used Car Dealers	90,490	106,118	17.3
Accessory, Tire, Battery, etc., Shops	474,663	501,227	5.6
Wearing Apparel Stores			
Men's and Boys' Clothing Stores	482,096	537,876	11.6
Women's Ready to Wear	636,712	764,969	20.1
Women's Accessory Shops	90,092	144,731	60.6
Children-Infant Clothing Shops	34,708	53,107	53.0
Family Clothing Stores	153,227	156,879	2.4
Shoe Stores	257,818	303,298	17.6
Miscellaneous Apparel and Accessories	149,651	131,042	12.4
Furniture and Home Furnishing Stores	656,959	1,099,339	67.3
Drug Stores	1,135,735	1,337,619	17.8
Hardware, Farm Implement Stores	2,253,394	3,124,552	38.7
Paint, Glass, Wallpaper Stores	52,798	57,375	8.7
Electrical and Gas Appliance Stores	657,529	1,012,375	54.0
Second Hand Stores	52,479	58,827	12.1
Farm and Garden Supply Stores	143,988	182,986	27.1
Fuel and Ice Dealers	306,002	387,878	26.8
Restaurants, Taverns, Bars	11,203,317	15,262,903	36.2
Filling Stations	1,387,115	1,767,867	27.4
Miscellaneous Retail Stores	1,336,098	1,991,850	49.1

FINANCE

Banks and Trust Companies	2,693,958	3,139,407	16.5
Security Dealers and Investment Banking	62,274	65,143	4.6
Insurance Carriers	1,226,942	1,520,449	23.9
Insurance Agents, Brokers and Services	213,122	277,524	30.2
Real Estate	1,049,404	1,078,779	2.8
Real Estate, Insurance, Loans, Law Offices, Any Combination	542,001	732,540	35.2
Other Finance Agencies, n.e.c.	535,272	601,644	12.4

SERVICE INDUSTRIES

Hotels, Rooming Houses, Camps and Other Lodging Places	3,262,522	3,859,447	18.3
Personal Services			
Laundries, Laundry Services	1,635,987	1,810,644	10.7
Cleaning and Dying Plants	326,414	396,032	21.3
Photographic Studios	95,361	125,652	31.8
Barber and Beauty Shops	712,646	786,726	10.4
Shoe Repair Shops	99,985	110,676	10.7
Funeral Services	255,624	321,024	25.6
Cleaning, Pressing, Alterations	371,450	528,807	42.4
Personal Services, n.e.c.	14,010	12,390	11.6
Business Services			
Adjustment, Credit Bureaus	109,579	128,312	17.1

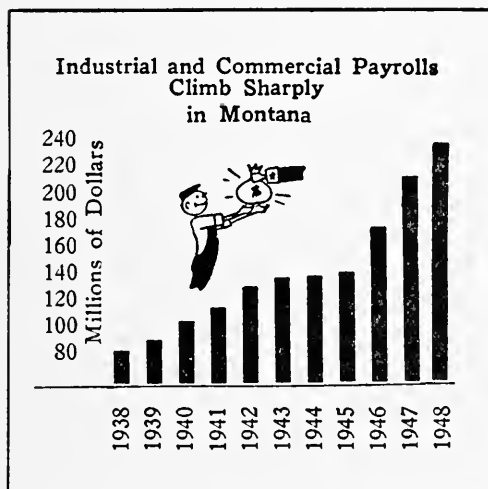
Advertising Agencies	76,875	86,129	12.0
News Syndicates	61,358	74,760	21.8
Radio Broadcasting	272,083	455,213	67.3
Accounting, Bookkeeping Services	200,947	278,931	38.8
Dental Laboratories	47,361	55,621	17.4
Miscellaneous Business Services	142,023	171,464	20.7
Automobile Repair Services and Garages	2,073,507	2,643,787	27.5
Miscellaneous Repair Services (Blacksmith shops, electrical, upholstery, jewelry repair, etc.)	585,835	805,716	37.5
Theaters and Other Amusement and Recreation	1,480,392	1,895,195	28.0
Medical and Other Health Services	1,970,130	2,487,800	26.3
(Offices of Physicians, Surgeons, Dentists, Osteopathic Physicians, Chiropractors—Hospitals—Medical Laboratories—Veterinarians, Animal Hospitals—Health and Allied Services, n.e.c.)			
Law Offices and Related Services	288,144	358,435	24.4
Educational Institutions and Agencies	14,074	15,773	12.1
Other Professional and Social-Service Agencies and Institutions	315,707	504,224	59.7
Non-Profit Membership Organizations (Trade Associations, Labor Organizations, Professional Organizations)	1,183,305	1,764,945	49.2
Miscellaneous Service Establishments	142,023	268,903	89.3
TOTAL ALL COVERED INDUSTRIES	\$173,010,159*	\$217,874,349**	25.9

*Includes \$46,617 paid to workers in agricultural, forestry and fishing industries not shown in tabulation above.

**Includes \$71,227 paid to workers in agricultural, forestry and fishing industries not shown in tabulation above.

Wages Paid By Montana Covered Industry Treble In Decade

Wages paid to workers in covered industry in Montana have about trebled in the last decade, reports submitted to the Commission by Montana employers reveal.



"Workers in covered industry" means all those who work in shops, mills, mines, smelters, factories, stores, service establishments and other industries or commercial concerns that are required by law to report to this Commission. It does not include farm or ranch workers, domestic servants, government employees or railroad employees.

During the 10-year period covered from 1938 through 1947 total payrolls of all Montana business covered by the State Unemployment Compensation Law increased from \$83 million in 1938 to \$218 million in 1947. Preliminary estimates of the 1948 payroll, which has not been completely reported yet indicate that it will probably approximate \$240 million.

Tax Exemptions Increase Annually

Under Montana law, wages in excess of \$3,000 paid to an individual in any one calendar year are not taxable. Consequently, the taxable payroll of Montana is always less than the total payroll. In recent years, total wages have climbed even more rapidly than taxable wages because more and more workers are being paid wages in excess of \$3,000 a year by their employers. For instance, in 1945 roughly \$7½ million in wages was exempted from taxation. By 1946 the amount of wages exempted had increased to about \$13½ million and by 1947 \$24 million was exempt. Since individual earnings from wages continued to rise throughout 1948, it is probable that final returns will show a continuing substantial increase in the amount of wages exempted from the payroll tax for 1948.

1941 Amendment Shaves Half Million From Tax Bill

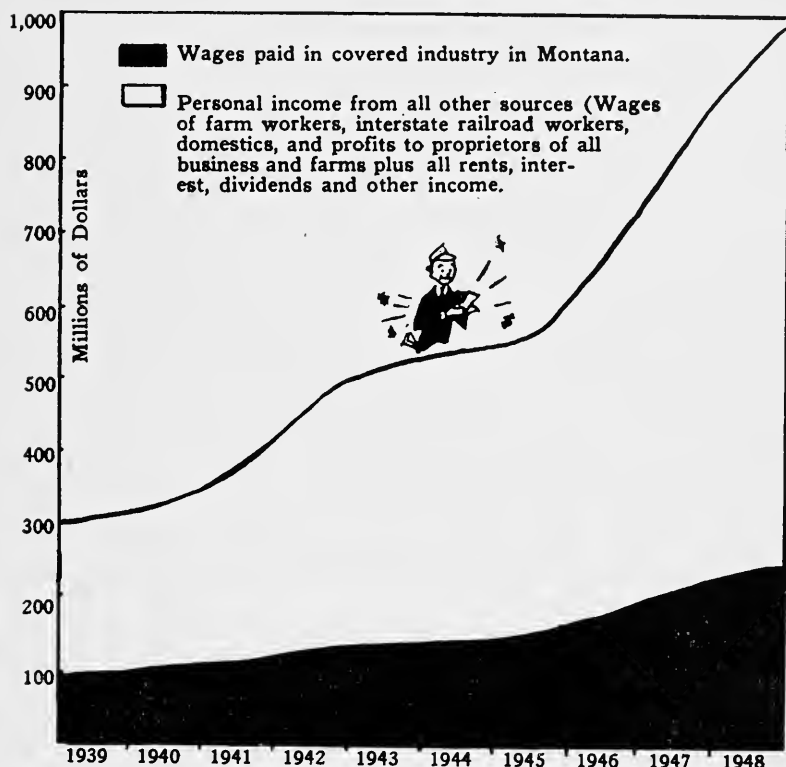
Exemption of wages in excess of \$3,000 from payroll taxes came about through an amendment by the 1941 legislature—prior to that time all wages in covered industry had been taxable. This amendment meant a reduction of about \$425,000 in the payroll taxes of Montana employers during 1947 and approximated a saving in the neighborhood of a half million dollars on contributions on wages paid during 1948. The exact amount cannot be known before all reports are in and under the Law reports for the fourth quarter of 1948 do not become due until February of 1949 and will not be completely processed till the second quarter of 1949.

Wages Paid In Covered Industry Is Key To Montana Production and Income Statistics

The base figures upon which all estimates of state and national income must ultimately be calculated are those same payroll figures that are reported quarterly to this Commission by more than 12,000 Montana employers.

Study by the Commission indicates that while total annual wages and salaries paid to Montana citizens increased nearly a hundred million dollars from 1945 to 1947, during the same period, income from other sources was increasing even more prodigiously.

RELATIONSHIP OF WAGES PAID IN COVERED INDUSTRY TO TOTAL PERSONAL INCOME OF ALL MONTANA CITIZENS FROM ALL OTHER SOURCES



Total Personal Income Increased One-Fourth In One Year

There appears to have been an increase of approximately 25 per cent in personal income from all sources between 1946 and 1947. Indications now are that the increase from 1947 to 1948 will be very appreciable and that final figures may show the total 1948 personal income of all Montana citizens to approximate one billion dollars.

As indicated in the accompanying table it appears that one out of every three dollars of personal income in 1947 originated on the farms and stock ranges of Montana and that a similar source of industrial origin of income has prevailed during 1948.

Distribution of Montana's 1947 Personal Income by Industrial Origins

	Total Personal Income (Millions of \$)	Per Cent Change 1946 to 1947
Mining, including Oil and Gas Production	39	+24
Contract Construction	27	+22
Manufacturing	66	+31
Smelting		
Oil Refining		
Logging		
Sawmills		
Food Processing		
Printing and Publishing		
Wholesale and Retail Trade	134	+ 9
Finance, Insurance and Real Estate	26	+11
Transportation, including Interstate R. R.	67	+15
Communication and Utilities	25	+15
Service Industries	39	+16
Government (federal, state and local)*	114	+23
Agriculture	288	+37
TOTAL	825	+24

*Includes salaries, pensions, benefit payments, retirements, veterans' disability allowances, and all other types of social security payments.

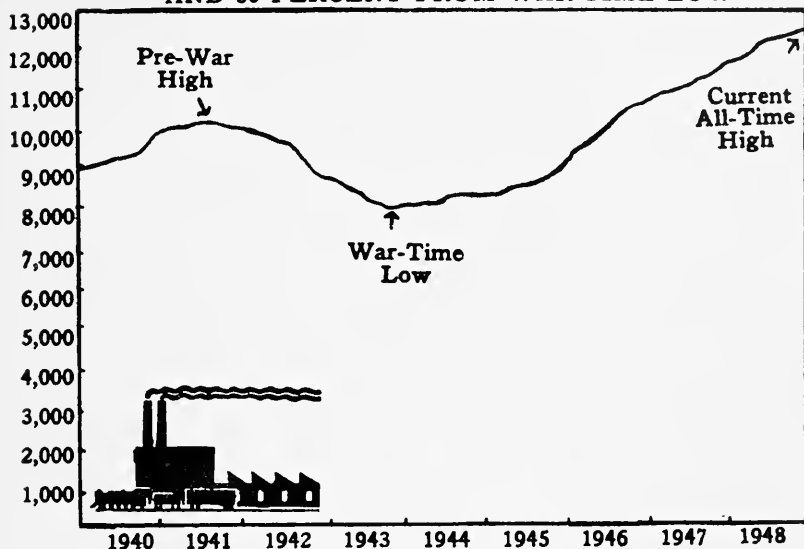
Number of Business Firms Mounts Rapidly In Post-War Years

While the number of wage earners employed in nonagricultural industry in Montana was increasing by 30,000 from the war-time low to December of 1948, the number of employing units reporting to the Unemployment Compensation Commission was increasing by more than 50 per cent.

In the dark first quarter of 1944, 8,092 Montana employers reported that they had given employment to one or more persons. The number of employers reporting to the Commission in the third quarter of 1948 was 12,364.

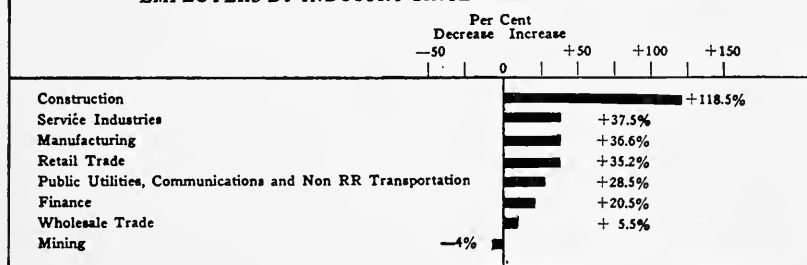
Commission statistics show that for the past four years, ever since the war-time winter of 1943-44 the number of covered business establishments in Montana has been increasing at an average rate of 1,000 a year. While this increase of a thousand a year for four years has been spectacular it does not mean that Montana has four thousand more employers than ever before—

**NUMBER OF COVERED EMPLOYERS IN MONTANA
INCREASES 25 PERCENT FROM PRE-WAR HIGH
AND 50 PERCENT FROM WAR-TIME LOW**



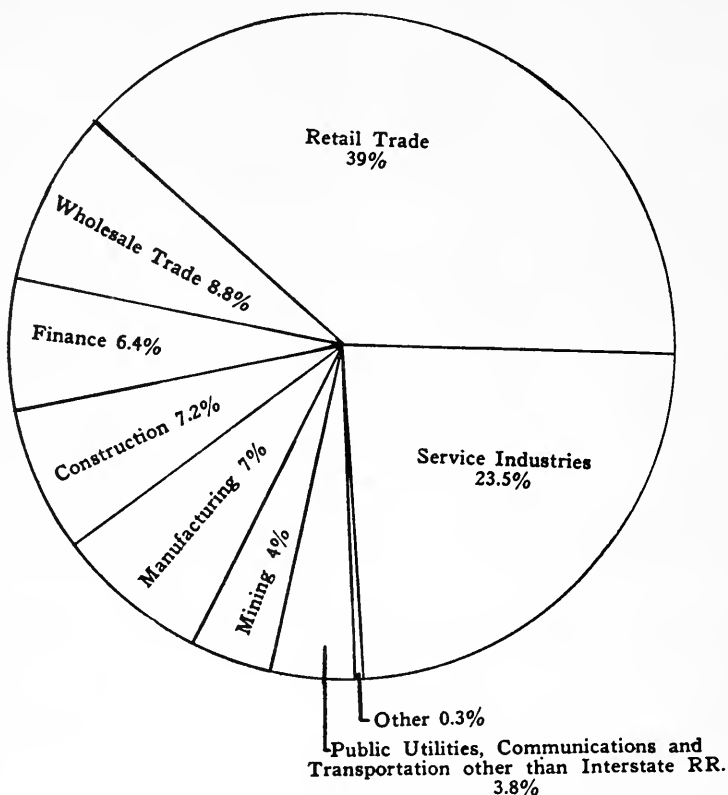
rather it means that Montana has four thousand more employers than at the low point of the war after the Treasure State had suffered serious business casualties.

**PER CENT CHANGE IN NUMBER OF MONTANA COVERED
EMPLOYERS BY INDUSTRY SINCE WAR TIME LOW IN 1944**



Notwithstanding, the highest number of covered employers ever to report to the Commission in a pre-war year was 10,231 in the third quarter of 1941. The estimated (12,500) employers who reported during the final quarter of 1948 represents an increase of about 2,300 employers, approximately 25 per cent more than reported in the highest pre-war quarter.

DISTRIBUTION OF MONTANA COVERED EMPLOYERS BY MAJOR INDUSTRIAL CLASSIFICATION



Up to the end of 1948 there was only slight indication that the rate of increase might be tending to flatten out. The 1948 increase was somewhat less than for 1947 but still sufficient to maintain a four-year average of more than a thousand a year.

JOB TURNOVER — FARM PLACEMENTS — HANDICAPPED PLACEMENTS—COUNSEL- ING—VETERANS SERVICE—EMPLOYER VISITING—LABOR MARKET INFORMA- TION—APPLICATION OF THE WORK TEST — DISQUALIFICATIONS AND APPEALS

One Major Function of the Commission Is Operation of a Free Public Employment Service

A major function of the Unemployment Compensation Commission is the operation of a free public employment service available to all employers and all job seekers. This employment service was utilized by Montana's employers during the calendar year 1946 to fill 22,000 jobs. In 1947, the service was utilized to provide workers for 28,000 openings and during the calendar year 1948 the number of jobs filled approximated 40,000.

40,000 Placements Does Not Mean 40,000 New Jobs

It should be understood clearly that this does not mean that the Commission furnished permanent workers for 40,000 new jobs during 1948. As a matter of fact, Commission figures show that the total number of jobs in Montana increased by only about 6,000 during 1948 and that in the preceding year the number of jobs increased by only about 7,000 and from 1945 to 1946 the increase in number of jobs was not more than 11,000. So all together, in spite of Montana's notable post-war industrial growth, the average number of permanent new jobs has not totaled as much as 40,000. Obviously then, the fact that the Commission furnished workers for 40,000 jobs during 1948 should not be taken to imply that that many new permanent jobs were created. Rather it means that the Commission participated directly in 40,000 changes of employment, some of which involved the creation of new jobs.

1948 Job Turnover Estimated at 150,000

There are indications that as many as 150,000 changes of employment of all kinds and under all conditions occurred throughout the state in 1948. And of all those changes, the Commission

through its employment offices participated directly in one out of every four—that is, the Commission, acting as intermediary, brought the employer and employee together and the contact resulted in a hire.

In an undetermined number of other instances, no doubt running well into the thousands, the Commission, because it is a clearing house for labor market information, directed workers to areas of labor shortage where they found employment. The Commission does not take credit for a placement in any of these cases. A placement is counted in Commission statistics only after the employer confirms that he has hired an applicant who has been referred by the Commission. Wherever possible the Commission endeavors to refer more than one applicant so that it is the employer who makes the choice—the Commission merely screens the prospects and refers those best qualified by training and experience to fill the job.

120,000 Man-Days Saved

Study tends to indicate that, on the average, a placement made through the Commission saves at least three days that would otherwise be lost in fruitless search by both the applicant and the employer before a hire could be effected if such a clearing house of job information and actual job orders did not exist.

Thus the 40,000 employer-confirmed placements made by the Commission in 1948 saved a minimum of 120,000 man days for the Montana economy. In terms of wages alone that runs to a half-million dollars of added personal income for the state without reference to the increased production represented by 120,000 man-days—without reference to the fact that a few days often means the difference between saving a crop or completing a contract on time—without reference to the element of human decency involved in eliminating the necessity for the working man to make long and sometimes costly trips in order to determine whether or not work is available for him in a given area.

Commission Matches Men With Jobs

Research by the Commission indicates that 150,000 job changes during a single year is not, as might appear at first glance, ruinously high for the Montana economy. Rather it appears to be a healthy manifestation of a high employment economy in which there exists an abundance of short jobs in construction and agriculture and in virtually all lines of work that keeps seasonal workers almost continuously employed, going from a completed job to another new job so long as the weather will permit. However, the fact that the Commission makes an effort to match men and jobs by referring the best qualified most

adaptable applicants available at any given time no doubt helps to reduce turnover for the individual employer who utilizes the service regularly.

Job Turnover Is a Barometer of Economic Freedom

Apparently, 150,000 job changes in a year is a manifestation of our free Montana economy. In a totalitarian state the rate of turnover would be much lower because there the worker has surrendered the right to go from one job to another and the employer has surrendered the right to hire and fire and both have surrendered the God-given right to make a mistake or to change their mind about the nature of their employment or their business. Only in a free economy under the American system of competitive business and competitive labor would an annual turnover of 150,000 jobs be possible in Montana. The Commission believes that any significant contraction of this figure may serve as a barometer of the contraction of our economic freedom.

No Crops Lost From Farm Labor Shortage

The increase of 12,000 in the number of placements made between 1947 and 1948 reflects not an increased tempo of hiring by the factories, stores and mines of Montana but rather the fact that at the start of fiscal 1948 the scope of the Commission's service was increased by congressional action to include the responsibility for recruiting farm labor for Montana's farmers. The result was that during calendar 1948 more than 15,000 farm jobs were filled directly through referral from employment service offices. In addition, during the harvest season, hundreds of itinerant workers and combines were directed to areas of need with the result that Montana's greatest grain crop was harvested without any loss due to labor shortage.

Field Labor Imported Only When It Would Not Depress the Local Labor Market

In addition, the Commission made certification to the Department of Immigration when it was shown to be necessary to import foreign labor for work in the sugar beet fields. Such certification was made only after it was determined that importation of foreign labor for the specific task would not depress the local labor market and that no workers were available locally to perform the arduous stoop-labor that is common to the beet fields. Such importations together with intensive local recruitment resulted in completion of the 1948 beet harvest without loss attributable to labor shortage. It was the Commission's first full

year of placement activity in the agricultural field since pre-war days. During the war, responsibility for recruitment of farm labor had been in the hands of other agencies, but on July 1, 1947 was returned to the state of Montana.

Service Expanded to Educational Field

Need for further expansion of the Commission's Employment Service activities became apparent during 1948 when educational leaders from throughout the state enthusiastically endorsed and encouraged the entry of the Commission into the field of teacher placements. It was felt that the Commission through its employment service division was peculiarly well-fitted to perform this task because of its already existing statewide network of employment offices, its statistical and technical staff and its interstate channels with public employment offices in all of the states of the Union.

Educators Encourage Teacher Placement Service

The Montana Education Association through its executive office in Helena, which was then currently operating a fee-charging teacher's placement bureau in an effort to fill the crying need for such a service, was among the most enthusiastic in advocating the entry of the Commission into the field. It was stipulated that if the Commission would establish a free teacher's placement service, the MEA would surrender its files to the state agency and withdraw from the field.

Further encouragement was given by the Chancellor of the Greater University of Montana who offered the full cooperation of all six units of the University. The State Department of Education gave valuable and continuing advice, encouragement and aid.

Thus the Unemployment Compensation Commission did not arbitrarily enter the field of Teacher Placement without first ascertaining that a need and a demand existed for a service that could bring qualified teachers and employers of teachers together. The aim of the service is to make possible, on a statewide basis, the referral of a reasonable number of qualified teachers to hiring officials so that the best available teacher may be found for every opening at no cost to either the successful or unsuccessful candidates or to the employing school.

In entering this field, the Commission has made clear to teachers, superintendents, principals, school boards and all others that it is not interested in taking a part, actively or inactively in interrupting the hiring program of any school. Little active placement work is anticipated before the late spring of 1949.

Construction Leads All Nonagricultural Industries in Hiring

During the fiscal year 1948, Montana's employers hired workers for 32,491 jobs through the Commission. Of these 32,491 jobs, 24,570 were nonagricultural and 7,921 were agricultural. In the nonagricultural field, the following industries made the greatest use of the Commission's employment offices.

Nonagricultural Placements By Industry From July 1, 1947
To June 30, 1948

Industry	No. of Jobs Filled
Construction	6,081
Manufacturing	4,729
Smelters	
Saw Mills	
Logging Camps	
Canneries and Sugar Factories	
All Other Factories	
Printing Establishments	
Wholesale and Retail Trade	4,584
Service Industries	2,718
Interstate Railroads	1,862
Private Households	1,542
Government	937
Mining	888
Public Utilities	742
Finance, Insurance & Real Estate	195
All Other Industries	292
 TOTAL	 24,570

44 Per Cent of Placements Call For Special Skills, Training or Education

The record shows that about 56 per cent of all the jobs filled were classified as unskilled. On the other hand, 44 per cent of all the jobs filled called for varying degrees of skill, training, education or experience, as indicated by the fact that 2,246 clerical and sales jobs and 99 openings for professional and managerial personnel were successfully filled. The following tabulation shows what kind of workers were hired through the Commission:

Nonagricultural Placements By Classification of Worker
From July 1, 1947 to June 30, 1948

Classification of Worker	No. of Jobs Filled
Unskilled	13,869
Service Workers	3,696
Semi-Skilled	2,457
Clerical and Sales	2,256
Skilled	2,206

947 Jobs Filled by Handicapped Workers

Of the 24,570 job openings filled through the State Employment Service during fiscal 1948, 4,262 were filled by women and 13,819 or 56 per cent were filled by veterans. Handicapped workers were hired for 947 jobs. Of the 947 handicapped, 629 were veterans.

Commission Assumes Full Responsibility For Farm Placements Commencing January 1, 1948

The reason that only 7,921 agricultural placements were credited to the Commission during fiscal 1948 is that from July 1, 1947 until the end of the year the Commission was required to make referrals to another agency which received credit for the placements. It was not until January 1, 1948 that full responsibility and full credit for Montana's Farm Placement Program was vested in the Commission. By contrast, farm placements credited to the Commission during calendar 1948 will be well in excess of 15,000. The grain harvest and demand for general farm hands accounted for the bulk of credited farm placements during the fiscal year as shown in the following tabulation:

Agricultural Placements By Type of Crop July 1, 1947 to June 30, 1948

Type of Farm Hand	No. of Jobs Filled
Grain	2,089
General	2,363
Hay	899
Livestock and Poultry	677
Sugar	662
Fruit	332
Vegetable	321
Dairy	134
All Other Crops	446
TOTAL	7,921

More Than 6,000 Occupational Counseling Interviews

In addition to screening applicants for jobs, matching applicants and jobs and actually referring workers to employers, the Montana State Employment Service Division of the Commission performs numerous other functions.

It offers a counseling service that has as objectives, the channeling of the productive efforts of the young, the aged, the mal-

adjusted and the handicapped into occupational fields where in addition to achieving some degree of harmony in their own lives they can also contribute to the overall welfare of the community.

Much of the effort of the occupational counseling service has been directed to effecting liason between potential employers and handicapped persons, and to seeking suitable occupational fields for veterans suffering from battle neuroses and other service-connected handicaps. During fiscal 1948 the Commission conducted 6,139 counseling interviews of which 3,592 were with veterans.

Labor Market Information

Since the Commission operates as a clearing house of labor market information on a statewide and, by agreement with other states, on a nationwide basis, it is a function of the local employment office to collect, collate and transmit to the state office, data bearing on changes in the local labor market. Detailed reports covering unemployment, employment, placements, referrals, claims activity, veterans affairs and industrial and agricultural developments are transmitted regularly to the state office where they are tabulated by a machine records unit and emerge as overall statistics of value to business men, students and government officials in gauging economic trends and forecasting the most probable future course of the Montana economy.

25,000 Visits to Employers

The public service offered by employment service personnel of the Commission extends beyond waiting behind the counter for business to come in. During the fiscal year ending June 30, 1948, these people made 25,214 visits to employers to solicit job orders, to inform prospective employers of particularly well-qualified applicants, to learn of future anticipated job needs, to collect labor market information, to discuss the field of employment and unemployment in general with special emphasis on the problems of that particular employer.

Since the 25,000 employer visits recorded is roughly equal to twice the number of covered employers in Montana, obviously some employers were visited two or more times and a few covered employers may not have been visited at all. Naturally the greatest number of business calls are made to those establishments that are most apt to furnish job orders. Furthermore, not all of the visits were with covered employers. For instance, 3,110 of the visits were with non-covered farmers for the purpose of making the agricultural placement program a success and many other hundreds of visits were with the railroads and with the officials of city, county, state and federal hiring agencies, none of

TOTAL PAYROLLS,
EMPLOYER CONTRIBUTIONS
BENEFIT PAYMENTS, JOBS
FILLED & OTHER SELECTED
COMMISSION ACTIVITIES
FOR FISCAL YEAR 1947-1948

County County Seat or
 Employment Office

BEAVERHEAD	Dillon*
BIG HORN	Hardin*
BLAINE	Chinook*
BROADWATER	Townsend*
CARBON	Red Lodge*
CARTER	Ekalaka
CASCADE	Great Falls*
CHOTEAU	Fort Benton*
CUSTER	Miles City*
DANIELS	Scobey*
DAWSON	Glendive*
DEER LODGE	Anaconda*
FALLON	Baker*
FERGUS	Lewistown*
FLATHEAD	Kalispell* Columbia Falls*
GALLATIN	Bozeman*
GARFIELD	Jordan
GLACIER	Cut Bank*
GOLDEN VALLEY	Ryeagate
GRANITE	Phillipsburg
HILL	Havre*
JEFFERSON	Boulder
JUDITH BASIN	Stanford
LAKE	Polson*
LEWIS & CLARK	Helena*
LIBERTY	Chester
LINCOLN	Libby*
MADISON	Virginia City
McCONE	Circle
MEAGHER	White Sulphur Springs
MINERAL	Superior
MISSOULA	Missoula*
MUSSELSHELL	Roundup*
PARK	Livingston*
PETROLEUM	Winnett
PHILLIPS	Malta*
PONDERA	Conrad*
POWDER RIVER	Broadus
POWELL	Deer Lodge*
PRAIRIE	Terry
RAVALLI	Hamilton*
RICHLAND	Sidney*
ROOSEVELT	Wolf Point*
ROSEBUD	Forsyth*
SANDERS	Thompson Falls*
SHERIDAN	Plentywood*
SILVER BOW	Butte*
STILLWATER	Columbus
SWEET GRASS	Big Timber
TETON	Choteau*
TOOLE	Shelby*
TREASURE	Hysham
VALLEY	Glasgow*
WHEATLAND	Hartlowtown*
WIBAUX	Wibaux
YELLOWSTONE	Billings*
Statewide**	
Interstate	

Payrolls, Employers, Employees and Contributions
For Fiscal Year 1947-1948

Total Payrolls in Covered Industry For Fiscal 1947-1948.	Average Number of Covered Employers For Fiscal 1947-1948.	Average Number of Covered Workers For Fiscal 1947-1948.	Employer Contributions Paid by Employers During Fiscal 1947-1948.
\$ 1,076,368	170	595	\$ 5,38
914,552	123	458	15,56
1,250,423	114	590	22,60
390,528	53	229	7,53
1,321,347	182	659	28,25
81,905	32	61	1,55
24,550,641	1,048	9,828	372,34
579,952	104	304	9,60
3,147,669	267	1,523	55,78
460,790	78	246	7,28
1,471,308	163	850	23,88
10,207,945	225	3,836	148,74
308,223	61	177	5,14
2,898,240	308	1,481	47,35
9,222,517	656	4,259	193,88
5,100,128	467	2,609	86,10
78,561	22	56	1,48
3,004,665	228	1,380	56,93
22,408	11	16	4,5
611,424	90	294	13,87
2,659,249	257	1,291	46,85
449,043	71	250	8,74
167,782	32	81	2,51
2,291,323	230	1,151	50,75
10,593,474	588	4,507	175,00
143,699	35	81	2,91
4,034,197	157	1,387	65,06
726,385	109	355	12,85
134,823	29	75	2,83
269,198	43	147	6,12
727,740	44	319	15,52
14,038,067	687	5,989	227,58
2,420,601	98	877	35,68
2,802,233	296	1,419	47,95
87,174	18	48	2,01
748,144	106	405	13,36
864,181	121	418	14,82
126,434	32	75	2,60
1,574,338	97	592	24,06
181,641	31	112	3,31
1,844,861	241	994	38,65
2,255,294	173	1,013	36,87
1,235,681	176	663	21,36
420,468	79	253	7,60
1,473,113	113	684	34,63
689,053	140	387	11,95
33,223,999	986	12,631	472,11
444,751	84	225	7,56
362,778	70	224	5,85
978,075	131	423	18,77
1,995,615	252	906	36,22
63,510	16	37	1,05
1,699,612	184	848	31,26
300,934	66	181	5,79
183,780	30	110	3,59
22,613,980	1,149	9,333	367,36
48,233,797	626	17,351	663,47
\$229,728,622	11,999	95,293	\$3,642,20

TOTAL

* Commission Employment Office operated on full time basis at some time during fiscal years 1947-1948.
 ** Contributions, Payrolls and Employers and Employees of Firms operating in several counties where the Commission has no office.
 † This column shows the total number of recorded business contracts between the Commission's Employment interviews, counselling interviews, job referral and job placement activities, claims taking employers' places of business.

Benefits Paid Through Commission During Fiscal Year 1947-1948				Public Contacts, Workers Referred & Jobs Filled during Fiscal Yr. 1947-48		
To Self-Employed Veterans From Federal Funds	To Jobless Veterans From Federal Funds	To Jobless Civilians From State Funds	TOTAL	Number of Public Contacts by Employ- ment Offices +	Number of Workers Referred to Jobs.	Number of Jobs Filled.
\$ 5,384	\$ 16,235	\$ 7,784	\$ 29,403	8,952	727	556
40,603	12,784	10,352	63,739	9,237	654	393
33,921	31,299	18,506	83,726	5,126	459	302
12,349	4,075	4,762	21,186	3,029	835	712
43,803	30,279	39,100	113,182	7,784	311	230
29,229	5,468	1,639	36,336			
45,112	119,376	114,422	278,910	52,046	7,122	3,501
49,144	7,103	2,768	49,015	3,309	432	322
21,107	19,867	10,617	51,591	22,788	1,817	1,353
21,243	13,006	1,168	35,417	3,681	249	217
26,906	6,804	4,201	37,911	6,531	556	343
5,978	26,365	22,323	54,666	9,807	280	176
20,436	7,853	2,812	31,101	4,635	317	270
52,254	26,664	14,684	93,602	8,299	688	493
46,755	192,954	178,912	418,621	43,963	2,252	1,320
				24,922	1,836	1,663
				18,816	2,785	2,148
39,290	35,323	33,335	107,948			
20,900	3,000	415	24,315			
19,122	63,522	18,287	100,931	9,736	374	219
6,351	2,835	1,134	10,320			
7,912	8,549	10,830	27,291			
40,289	20,243	9,496	70,028	10,923	1,596	849
12,008	10,898	6,720	29,626			
19,639	5,210	1,731	26,580			
35,705	72,146	42,101	149,952	17,398	1,918	1,422
27,534	73,547	53,890	154,971	35,595	4,157	2,299
13,785	1,460	14	15,259			
11,850	34,631	29,499	75,980			
25,556	12,735	10,703	48,994	5,421	235	150
29,591	2,959	3,009	35,559			
8,184	1,140	1,991	11,315			
5,397	5,762	3,044	14,203			
19,822	132,000	85,929	237,751	47,288	4,501	2,266
10,053	15,686	12,691	38,430	4,459	129	89
25,710	22,278	16,083	64,071	24,719	1,846	963
7,235	2,380	100	9,715			
41,517	21,275	11,246	74,038	4,457	350	238
30,001	11,193	3,996	45,190	4,121	409	262
18,754	2,600	534	21,888			
8,063	6,952	7,247	22,262	5,444	474	308
13,783	4,873	1,706	20,362			
37,623	65,306	43,858	146,787	15,199	763	472
42,808	31,732	26,281	100,821	20,263	1,040	830
62,086	17,844	6,513	86,443	5,712	288	205
28,235	26,384	6,512	61,131	7,368	402	331
19,331	21,296	24,029	64,656	9,673	776	698
27,713	15,566	5,573	48,852	3,395	189	108
7,827	162,541	178,789	349,157	44,698	2,031	1,172
33,323	4,959	2,625	40,907			
16,670	5,512	2,140	24,322			
40,286	14,279	6,496	61,061	3,182	90	73
25,190	12,859	8,672	46,721	12,445	1,362	1,028
7,257	3,100	401	10,758			
48,676	19,532	9,291	77,499	18,814	1,661	981
9,695	4,094	1,657	15,446	1,338	70	55
8,791	2,780	584	12,155			
57,181	61,355	49,253	167,789	30,653	5,578	3,474
	11,063	107,423	118,486			
\$1,424,967	\$1,573,531	\$1,279,878	\$4,278,376	575,226†	51,559	32,491

948.

Payrolls cannot be allocated to any one county.

Employment Service Personnel and the public during the fiscal year 1948. It includes all employ-
ment activities, informational interviews, taking of job orders from employers and the field visits to employ-

which are covered under the Montana Law but all of which are employers of labor and figure very prominently in the Montana labor market.

Veteran's Employment Representative

In every Commission employment office, there is a veteran's employment representative whose special function is to look after the welfare of the veteran in all matters that come within the jurisdiction of the Commission. In the larger offices, one individual, titled the Veteran's Employment Representative, is detailed to this duty. In the smaller offices, particularly the one-man offices, these duties are necessarily performed by the local office manager.

How well the veteran's interests are looked after is best reflected in statistics which reveal that during fiscal 1948 somewhere between 40 and 50 per cent of all local office activity was devoted to veterans. The following tabulation compares veteran activities with total activities on a statewide basis.

Selected Veteran Activities Compared With Total Activities In Commission Employment Offices During Fiscal 1948

Employment Office Activity	Total	Veteran	Per Cent Veterans of Total
Referrals	51,559	23,000	44.6%
Placements	32,491	14,000	43.1%
Handicapped Placements	947	629	66.4%
Counseling Interviews	6,139	3,592	58.5%
New Applications	22,710	8,493	38.0%
Applicant Interviews	176,898	74,553	42.1%

The selected veteran activities shown in the tabulation above are exclusive of veteran's claims filing activity in connection with self-employed and unemployed claims under the provisions of the Servicemen's Readjustment Allowance Act. Veteran's claims activity is taken up in greater detail elsewhere in this report.

Employment Offices Make Work Available To Claimants

A most important function of the Employment Service Division of the Commission is to make unemployment compensation a workable program by constant application of the work test to applicants for benefits. The Unemployment Compensation Law provides, among other things, that in order to be eligible for benefits a claimant must be able to work, available for work, registered for work, willing to work and actively seeking suitable work. This,

however, to a large extent, remains only high sounding rhetoric unless machinery exists for testing the availability and willingness of a claimant to accept suitable work.

Work Test Is Applied

Such machinery does exist in the Employment Service Division of the Commission. Here, in this clearing house for jobs and labor market information, the claimant is brought face to face with all the available job offers that have been listed through the statewide efforts of the Commission and cooperating employers. And, since he files his claims and is registered for work and must report regularly to the employment office, he is constantly exposed to all existing suitable work offers that have been listed. The work test is very simple and obvious. It means only that a claimant's availability and willingness to work is tested by offering suitable work. In a vast majority of cases the claimant is glad of the opportunity to go to work. In a small minority of cases, where the claimant has a tendency to malingering, he is soon discouraged in the face of an actual job offer.

1,847 Disqualifications Assessed During Fiscal 1948

During fiscal 1948, the Commission assessed a total of 1,847 disqualifications. Of these, 1,053 resulted directly from applications of the work test when claimants either failed to accept a suitable work referral or failed to apply to an employer to whom he had been referred.

Another 688 disqualifications were assessed when it was shown upon investigation that the claimant was unemployed because he quit his job voluntarily without good cause.

In addition, 50 disqualifications were assessed when it was shown that claimants were involved in misconduct in connection with their work.

As provided for specifically in an amendment to the Montana Law, 52 women were disqualified from receiving benefits because they quit their jobs for the purpose of getting married.

The accompanying tabulation shows all disqualifications assessed to both civilian and veteran claimants during fiscal 1948 and reasons therefore.

Total Number of Disqualifications Assessed to Civilian and Veteran Claimants During Fiscal 1948

Reason for Disqualification	Civilian	Veteran	Total
Voluntary Quit Without Good Cause.....	350	338	688
Misconduct in Connection With Work	31	19	50
Refused Suitable Work Referral Or Failed to Apply for Suitable Work After Referral	430	623	1,053
Quit to Be Married (Civilian Women Only)	52		52
Unemployed Because of Participation in a Labor Dispute (Disqualification Required by Law)	0	4	4
TOTALS	863	984	1,847

Disqualifications Are Not Declarations of Ineligibility

It should be understood that none of the disqualifications shown above permanently deny benefits. Rather, they temporarily delay benefits usually for a definite period of weeks, generally ranging from 1 to 9 weeks, as provided for by Law and regulation. In contrast, declarations of ineligibility generally deny benefits for an indefinite period—usually till the cause of ineligibility is removed.

During the fiscal year 1947-48 the Commission issued 656 declarations of ineligibility to persons who were found to be unable to work or unavailable for work. Many of these cases were developed through application of the work test.

In addition, 101 veterans' claims were found to be ineligible largely because the veterans involved lacked entitlement for benefits under provisions of the Readjustment Allowance Act. Approximately 1,000 initial claims against the Montana fund were disallowed during the fiscal year because the claimant had not earned sufficient wage credits in covered industry to support a claim.

Eighty-Two Exercise Right of Appeal

The right to appeal from any decision of the Commission is reserved to both the claimant and the employer. Appeals are heard before a regularly constituted appeals tribunal provided by the Commission, at no cost to the appellant who may subpoena witnesses and may be represented by counsel if he desires.

During the fiscal year ending June 30, 1948, the tribunal heard a total of 72 appeals from decisions of the Commission. In approximately one-third of these hearings, the Commission decision

was reversed in favor of the appellant. One out of every three appellants was a veteran, who was appealing from a decision rendered under the Readjustment Allowance Act. A tabulation of appeals actions follows:

Disposition of Appeals During Fiscal Year 1948

Issue Involved	Commission Decision Over-ruled	Commission Decision Sustained
Voluntary Quit Without Good Cause	3	10
Misconduct in Connection With Work	1	0
Refused Suitable Work Referral or Failed to Apply for Suitable Work After Referral	7	10
Unable to Work or Not Available for Work	10	23
All Other Issues	2	6
	<hr/>	<hr/>
TOTAL	23	49

No Tribunal Decisions Carried To Higher Authority

Machinery exists for appealing disputed decisions of the Appeals Tribunal to the Commission itself and, as a final recourse, to the state courts. During the fiscal year ending June 30, 1948 no decisions of the Appeals Tribunal were appealed to a higher authority.

TOTAL COMMISSION INCOME — FINAN- CIAL STATEMENT—ADMINISTRATIVE FINANCING—PERSONNEL ROSTER AND PAYROLL

Income During Twelve Years of Operation

During the twelve years that have elapsed since the Montana Legislature created an unemployment insurance program in this state, the Unemployment Compensation Commission has had income totaling more than \$53 million and has paid out in benefits about \$25 million leaving a balance approximating \$29 million in the trust fund as of the close of 1948.

Of the total income, \$37 million or about 70 per cent has accrued from the payroll tax on covered employers of the state. Another \$2.8 million has been earned as interest on the fund and the federal government, through the agency of the veteran's administration has, in effect, contributed \$13.8 million as reimbursements for benefit payments from the Montana fund to veterans under the provisions of the Servicemen's Readjustment Act.

Statement of Total Income

A statement of total income to the Commission up to the end of the 1947-1948 fiscal year on June 30, 1948 shows:

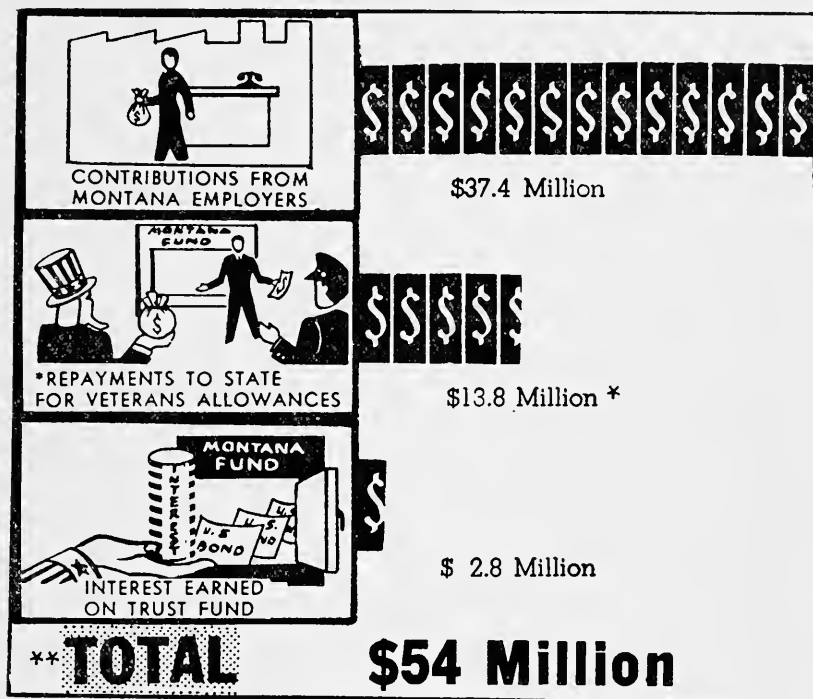
Total Income	\$51,361,727.98
Employers Contributions to Fund	\$35,421,307.94
Interest on Fund	2,564,104.50
Repayments to State by V. A.	10,902,683.97
Employer's Penalty & Interest	9,929.56
Refunds to Benefit Fund	31,162.01
Self-Employed Allowances, prior to October, 1946*	2,432,540.00

*Paid by federal government to self-employed veterans of Montana on claims taken, investigated, processed and approved by the Commission prior to October, 1946.

In the following chart, all figures have been projected to the close of 1948 and are therefore approximates.

WHERE BENEFIT FUNDS HAVE COME FROM FOR 12 YEARS

(Each Dollar Bill represents \$3,000,000)



*Includes \$2.4 Million in payments made direct to Self Employed Veterans by the Veterans Administration, prior to October 1946, on claims taken, processed, approved and certified by the Montana Commission.

**Includes \$8,000 penalty and interest and \$31,500 refunds.

Amount of Employer Contributions Paid

Net contributions paid into the Montana Unemployment Compensation Trust Fund by covered employers, from 1936 through June 30, 1948, are as follows:

Year	
1936	\$ 539,593.54
1937	1,829,055.37
1938	2,240,283.72
1939	2,465,662.28
1940	2,788,292.14

1941	2,970,877.96
1942	3,385,196.38
1943	3,508,236.97
1944	3,501,526.00
1945	3,541,350.33
1946	4,347,734.98
1947	3,400,271.78
1948 (first half)	903,226.49

Total to June 30, 1948	<u>\$35,421,307.94</u>
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Financial Statement

Considering only benefit payments under the Montana Unemployment Compensation Trust fund, without reference to payments under the Servicemen's Readjustment Allowance Act and reimbursement therefore by the Federal Government, a financial statement of Commission activities for fiscal 1948 is presented herewith.

July 1, 1947 to June 30, 1948

Balance in Fund June 30, 1947	\$24,074,646.60
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RECEIPTS:

Contributions	\$3,550,412.09
Interest on Fund..	498,943.83

Total Income	<u>4,049,355.92</u>
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\$28,124,002.52

DISBURSEMENTS:

Benefits Paid	\$1,279,878.31
Less Benefits Refunded	3,698.00

Net Benefits Paid	1,276,180.31
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*Transferred to Railroad Retirement Board	12,353.71
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Total Disbursements	<u>\$ 1,288,534.02</u>
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BALANCE IN FUND June 30, 1948.....	\$26,835,468.50
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*Transfer authorized by 1947 Legislative Assembly account of Somers Lumber Company.

Administrative Expenses Are Borne By Federal Government

Cost of administering the Montana Unemployment Compensation Commission during fiscal 1948 was \$716,838.10, all appropriated from federal funds.

This includes administration of the Veterans' Readjustment Allowance Act providing for payment of self-employed and unemployed benefits to veterans, operation of a statewide network of employment offices under the provisions of the Wagner-Peyser Act, operation of an agricultural placement service as directed by the 80th Congress, maintenance of a veteran's employment representative in each of the state's employment offices, providing state headquarters for a veterans' employment service, operation of a statistical program in cooperation with the Bureau of Labor Statistics, the Bureau of Employment Security and the United States Employment Service, and collection of contributions and payment of benefits under the Montana Unemployment Compensation Act.

Montana Legislative Appropriation Reverts To General Fund

The Law provides that no payroll contributions collected from employers can be used for administrative purposes. An amendment to the Law, however, provides that penalty and interest on delinquent accounts shall be paid into the administrative fund. Such penalty and interest payments to the administrative fund during fiscal 1948 totaled \$2,004.76. Counties, municipalities and other governmental subdivisions may contribute to the administrative fund as provided for under the Wagner-Peyser Act and many such contributions in the form of free rentals or actual cash have been made. A Montana legislative appropriation of \$15,000 a year for administrative purposes, which has been renewed by each successive legislature, has in the past remained largely unexpended and has reverted to the state general fund. All other administrative funds were appropriated from federal sources.

Administrative Expenditures for Fiscal Year Ending June 30, 1948

Personal Services	\$546,175.09
Supplies	30,765.21
Communication	10,230.44
Travel	43,958.12
Rent of Premises	23,188.81
Equipment	13,940.83
Other Current Expenses*	42,163.97
	<hr/>
	710,422.47
Merit System Expense	6,415.63
	<hr/>
	\$716,838.10

*Includes rent of equipment, repairs to equipment, repairs to premises, heat, light, water, transportation of things, express, garbage collection, P. O. Box rent, special mail service, itinerant service rentals, safe deposit box rentals, indemnity bonds, property insurance, Industrial Accident insurance, witness fees and costs of Appeal Tribunal hearings, contributions to the Public Employees Retirement System, miscellaneous.

Commission Operates 37 Full-Time Employment Offices October 1, 1948

The number of full-time employment offices operated during fiscal 1948 varied from 37 to 39. Ten part-time offices were operated for five months during the period of greatest unemployment. Some of the part-time offices operated for longer periods of time, depending upon the needs of the community. In virtually all instances, local public officials or public spirited citizens made available rent-free quarters for this service. In addition, itinerant service was extended to 16 communities from regularly established full-time offices located in near-by cities and towns. Frequency of itinerant service was determined by the needs of the community but usually amounted to one day each week and again rental facilities were often provided by the communities benefited.

Location of full-time employment offices as of October 1, 1948 is shown below.

Anaconda	Deer Lodge	Havre	Plentywood
Baker	Dillon	Helena	Polson
Billings	Forsyth	Kalispell	Red Lodge
Bozeman	Fort Benton	Lewistown	Roundup
Butte	Glasgow	Libby	Scobey
Chinook	Glendive	Livingston	Shelby
Columbia Falls	Great Falls	Malta	Sidney
Conrad	Hamilton	Miles City	Thompson Falls
Cut Bank	Hardin	Missoula	Townsend
			Wolf Point

In addition, five part-time offices were in operation at Big Timber, Circle, Eureka, Ronan and Wibaux.

Itinerant service was being conducted at Browning from Cut Bank, Harlem from Chinook, Plains from Thompson Falls and Troy from Libby.

Budget Requirements Bring Payroll Contraction

Maximum number of employees on the Commission payroll during the fiscal year ending June 30, 1948 was 263—the minimum was 214. This includes permanent, provisional, probationary and part-time employees in the state office, the field units and all of the local employment offices.

Personnel in some of the part-time offices were paid on a sliding scale based on the amount of Commission business transacted. Maximum monthly salary for part-time offices was \$40—minimum was \$20. Since the close of fiscal 1948, budget cuts, originating in Washington and affecting all states, have made

mandatory a reduction of personnel. This cut has been effected through a policy of not filling vacancies as they occur.

The October 1948 payroll shows the following classifications of employees:

	Total	Women	Men	Veteran
Permanent	167	51	116	73
Part-time	7	1	6	4
Probationary	17	8	9	6
Provisional	8	2	6	3
TOTAL	199	62	137	86

The October payroll, published below, shows 199 workers including some part-time workers. Subsequent resignations have reduced this number to 195 and there is an indication that the figure may go somewhat lower although, in the opinion of the Commission, personnel is now very close to the absolute minimum necessary for basic operational requirements.

Commission Payroll For October 1948

Name of Employee	Position	Gross Monthly Salary	Monthly Take-Home Pay
Allen, Katherine F.	Jr. Interviewer	\$210.00	\$155.07
Allison, Evalyn C.	Jr. Interviewer	185.00	168.48
Alm, Dorothy	Sr. Key Punch Op.	190.00	162.30
Andresen, Solvay K.	Jr. Interviewer	210.00	162.36
Annas, Samuel	Sr. Clerk	195.00	173.24
Armogost, Billy	Sr. Clerk	195.00	183.88
Baarson, Mary E.	Stenographer	195.00	166.30
Baker, George R.	Manager III	245.00	201.19
Bakko, Henry G.	Field Advisor	295.00	247.64
Beaupre, Elaine	Clerk Stenographer	210.00	183.86
Biffle, Chauncey	Manager III	275.00	227.80
Binko, W. E.	Field Advisor	295.00	247.35
Bishop, C. A.*	Jr. Clerk	40.00	40.00
Blackstone, Elmer	Sr. Interviewer	270.00	219.13
Blaser, James R.	Field Advisor	255.00	242.25
Bond, Helen	Clerk Stenographer	210.00	171.29
Boreson, Ross N.	Vet. Employment Rep.	220.00	194.16
Bourck, Oscar E.	Field Advisor	295.00	240.23
Brennan, James P.	E. S. Director	390.00	322.19
Briscoe, Edith	Sr. Clerk	195.00	156.94
Brosseau, William F.	Jr. Clerk	170.00	157.09
Brown, Kenneth	Field Supervisor II	285.00	255.53
Buettner, Wilfred D.	Manager III	230.00	194.93
Bullock, Clifford	Field Advisor	295.00	274.61
Burnsides, William	Sr. Interviewer	240.00	220.10
Cady, Harwood	Sr. Interviewer	230.00	218.68
Campbell, Lillith M.	Jr. Clerk	185.00	148.66
Casebolt, John H.	Empl. Couns.	240.00	224.22
Chapman, Patricia	Stenographer	180.00	152.82
Charles, Marie	Stenographer	195.00	158.50

Chilton, J. Robert	Vet. Employment Rep.	240.00	210.26
Christiaens, Leon	Sr. Interviewer	240.00	209.54
Christiansen, Leslie	Deputy Chairman	395.00	346.48
Clifford, Doris A.	Typist	170.00	146.10
Corrigan, William J.	Sr. Interviewer	255.00	228.27
Coslet, Walter	Sr. Clerk	210.00	175.01
Coyne, Leonard M.	Manager I	300.00	248.50
Craighead, Barclay	Chairman	550.00	463.95
Dallas, Clarence	Sr. Interviewer	220.00	170.09
Day, Louis	Sr. Interviewer	270.00	243.22
Deming, Curtis C.	Vet. Employment Rep.	270.00	241.94
Donovan, Gladys M.	Jr. Interviewer	210.00	161.67
Dorrington, Lichfield	Field Supervisor II	285.00	250.55
Draper, Charles H.	Adm. Assistant	350.00	280.05
Duley, Adolph J.	Sr. Interviewer	270.00	226.89
Durfee, Marion C.	Manager III	260.00	225.04
Eckert, Stacey E.	Manager II	255.00	220.29
Evans, Ben	Vet. Employment Rep.	270.00	247.81
Farrell, Roberta	Stenographer	180.00	154.26
Ferguson, Donald	Sr. Interviewer	270.00	249.70
Fitzhugh, Russell	Farm Placement Sup.	360.00	309.36
Fletcher, Jess	Sup. of Training	350.00	302.65
Foley, James	Sr. Interviewer	220.00	201.58
Foot, Stanley R.	Attorney	360.00	295.56
Fredlund, Theodore F.	Sr. Interviewer	230.00	197.94
Frigge, Norbert J.	Claims Examiner	270.00	249.16
Gilbert, F. C.	Sup. of Industry	325.00	274.90
Goodman, Lloyd W.	Manager III	245.00	209.17
Gordon, H. J.	Accounting Clerk	205.00	189.42
Goss, Charles	Statistical Clerk	245.00	210.89
Gray, John	Manager II	270.00	205.27
Gray, Raymond F.*	Jr. Clerk	40.00	40.00
Grose, Beverly	Sr. Clerk	195.00	166.89
Guilbault, Charles	Chief of C & B	350.00	318.14
Guyer, Dorothy	Stenographer	165.00	142.39
Hamilton, Gail	Sr. Clerk	210.00	177.56
Handel, Marjorie	Clearance Officer	225.00	181.95
Hanson, Oscar P.	Sr. Key Punch Op.	205.00	170.81
Harrington, Janet	Statistical Clerk	245.00	183.85
Holloman, Elsie	File Supervisor	225.00	182.40
Honey, John V.	Sr. Interviewer	270.00	247.22
Hubbard, Frederick T.	Liaison Officer	350.00	312.30
Hunter, Frank	Janitor	190.00	162.81
Jacobson, Arthur C.	Field Advisor	295.00	248.23
Jensen, Julia C.	Secretary	235.00	193.02
Johns, Walter R.	Sr. Interviewer	230.00	194.49
June, Charles E.	Manager II	285.00	237.25
Kabalin, Valencia	Secretary	215.00	183.13
Kain, Samuel	Sup. Teacher Placement	310.00	278.29
Kedzie, Malcolm K.	Sr. Interviewer	270.00	226.35
Kilbourne, Kenyon K.	Statistical Clerk	205.00	170.20
Kirkpatrick, Franklin	Manager II	285.00	241.11
Kitchin, Louise	Jr. Key Punch Op.	165.00	138.27
Klarich, Eugene C.	Sr. Interviewer	240.00	223.74
Knight, Glenn	Manager I	285.00	238.39
Kohl, Clarence H.	Manager II	270.00	243.68
Kuka, Tom J.	Manager II	235.00	213.62

Lamport, O. C.	Field Supervisor I	325.00	269.47
Lane, Louis L., Sr.	Field Advisor	295.00	245.28
Lanning, William V.*	Accounting Clerk	142.11	135.86
Lansing, Lewis G.	Admin. Assistant	350.00	297.75
Larson, Edna W.*	Jr. Clerk	120.65	94.21
Larue, George	Sr. Clerk	210.00	176.82
Lazo, Edgar*	Jr. Clerk	60.00	59.00
Lehn, Fred A.	Vet. Employment Rep.	255.00	215.38
Leland, Warren K.	Jr. Statistician	255.00	227.00
Lofgren, Everett E.	Chief Field Advisor	350.00	289.40
Lofstrom, William	Sr. Interviewer	230.00	206.93
Lutey, John	Janitor	190.00	174.34
Lyman, Franklin	Jr. Clerk	170.00	143.04
MacDonald, Raymond A.	Chief Clerk	270.00	252.67
MacGregor, Carol	Typist	155.00	134.10
Mack, John A.	Manager II	285.00	207.82
Mahoney, Mary A.	Jr. Interviewer	185.00	145.92
Manning, Grace	Clerk Stenographer	210.00	168.63
Manson, Charles H.	Statistical Clerk	245.00	223.35
Marron, John P.	Supv. Machine Ops.	310.00	288.14
Maxey, Curtis K.	Sr. Interviewer	255.00	210.14
McDonald, Jess A.*	Jr. Clerk	76.05	70.06
McMullen, Marjorie	Typist	155.00	134.10
Mehl, Meredith Ann	Jr. Interviewer	210.00	175.56
Mehrens, Robert A.	Jr. Interviewer	210.00	193.84
Meide, Emma C.	Sr. Clerk	210.00	169.26
Meldrum, Helen K.	Accounting Clerk	215.00	179.69
Menager, Pershing	Manager III	245.00	220.66
Merritt, Clifton	Manager II	270.00	238.02
Merritt, Donald	Sup. Claims Ex.	295.00	271.62
Morey, Harriet H.	Jr. Clerk	185.00	162.51
Morris, Victor	Sr. Interviewer	240.00	220.14
Motil, Anthony T.	Claims Examiner	220.00	183.44
Mount, Darius O.	Sr. Interviewer	240.00	210.16
Munyon, Dale R.	Sr. Interviewer	220.00	186.08
Murphy, Michael A.	Chief R & S	350.00	311.25
Myers, Grace	Typist	170.00	146.10
Nash, Lee	Info. Rep.	310.00	287.83
Nelson, Ruby H.	Jr. Interviewer	195.00	157.72
Nutter, Laura	Sr. Clerk	195.00	159.09
O'Connell, John H.	Manager I	300.00	251.70
Olson, Donna	Stenographer	165.00	142.23
Olson, John, Jr.	Sr. Interviewer	230.00	193.78
Palin, George R.	Jr. Interviewer	210.00	175.98
Pavey, Louis A.	Manager III	260.00	211.54
Peters, Myrtle K.	Jr. Clerk	170.00	145.93
Pohlod, Charles C.	Accountant	270.00	239.51
Pozega, Betty	Jr. Key Punch Op.	165.00	142.23
Preston, Sigrid C.	Jr. Clerk	170.00	145.08
Puzon, Raymond L.	Empl. Couns.	240.00	201.24
Ransavage, Anthony J.	Vet. Employment Rep.	270.00	229.05
Rebish, Esther	Jr. Clerk	170.00	145.42
Rice, Dow*	Statistical Clerk	100.66	96.43
Roberts, John E.	Claims Examiner	255.00	231.59
Roberts, Raynor	Manager II	270.00	250.78
Rodda, Elmer S.	Accountant	270.00	226.89
Roth, Philip E.	Manager III	245.00	216.43
Ryan, Helen	Sr. Clerk	185.00	155.88

Sanford, Walter W., Jr.	U. C. Director	360.00	316.48
Schmith, Herman J.	Jr. Clerk	185.00	172.42
Schneider, George W.	Sr. Interviewer	220.00	183.22
Schreiber, John E.	Sr. Interviewer	240.00	219.28
Seder, Adeline F.	Jr. Interviewer	210.00	163.25
Simonson, Betty Lou	Jr. Clerk	170.00	145.93
Smart, Beulah May	Typist	155.00	134.41
Stevens, Roy R.	Empl. Couns.	220.00	185.86
Stewart, Carroll M.	Chief Accountant	350.00	289.75
Stewart, Dorothy	Personnel Asst.	250.00	203.45
Stewart, Leal S.	Sr. Interviewer	220.00	201.58
Streedbeck, Charles	Sr. Clerk	210.00	177.98
Stuebe, Gloria A.	Stenographer	165.00	136.23
Sullivan, Carlos P.	Field Advisor	280.00	263.20
Swanson, Norman	Jr. Statistician	230.00	209.46
Teague, Jessie L.	Jr. Clerk	185.00	159.55
Tichenor, Beryl	Book. Machine Op.	160.00	137.70
Van Laethem, Vinita	Jr. Clerk	155.00	131.15
Wade, Jeannette	Jr. Clerk	185.00	162.88
Wahl, Violet Grace	Jr. Key Punch Op.	180.00	150.48
Wallin, Sam C. H.	Field Supervisor II	300.00	250.50
Walsh, A. D.	Cashier	270.00	235.73
Warner, Clarence C.	Empl. Couns.	270.00	228.18
Webb, Percy	Claims Examiner	255.00	208.10
Weller, James E.	Jr. Interviewer	195.00	166.89
Wells, Thomas	Sr. Interviewer	230.00	205.69
Wester, Leo P.	Field Supervisor II	300.00	270.20
Wilson, Emery E.	Jr. Interviewer	210.00	195.20
Ziech, Carolyn A.	Jr. Clerk	185.00	157.36

Probationary Employees

Campbell, Patrick	Accountant	220.00	203.40
Carpenter, Ruby E.*	Jr. Clerk	40.00	40.00
Finkle, Nancy	Jr. Clerk	155.00	140.30
Griffith, James C.*	Jr. Clerk	30.00	30.00
Hahn, Edward J.	Accounting Clerk	205.00	174.40
Helm, Robert W.	Sr. Interviewer	220.00	184.54
Higdem, Cora	Stenographer	165.00	148.50
Hopperstad, John Ray	Manager III	275.00	248.12
Hubbard, Lylene M.	Stenographer	165.00	148.50
Humbert, Royden	Sr. Interviewer	220.00	203.40
Jarrett, Norma	Stenographer	165.00	148.50
Pahrman, Shirley	Stenographer	165.00	148.50
See, Dale	Jr. Clerk	155.00	140.30
Summers, Leland F.	Manager III	275.00	196.17
Vaile, Robert M.	Jr. Interviewer	195.00	167.28
Wright, Mernie	Clerk Stenographer	195.00	165.91
Yackey, Charles*	Jr. Clerk	40.00	40.00

Provisional Employees

Cook, Jack O'Neil	Sr. Interviewer	220.00	201.58
Kaiser, Adena L.	Jr. Key Punch Op.	165.00	148.50
Koch, Arthur L.	Vet. Employment Rep. .	220.00	190.42
Lake, David	Sr. Interviewer	220.00	211.70
Larson, Lawrence B.	Sr. Interviewer	220.00	177.94
Parkhurst, Lorane	Stenographer	180.00	167.62
Pyock, Dan*	Janitor	8.00	8.00
Shipman, William*	Janitor	20.00	20.00

* Employed on part-time basis.

Commission Pays Share of Merit System Expense

During the fiscal year 1948, the Commission's administrative fund expended \$6,415.63 as its share of operation of the Montana Merit System. Under this system all employees of the Commission are required to qualify for employment by passing a written test and by measuring up to published prerequisites of training, experience and education. This system of job classification is designed to base employment on the merit of the applicant, and tends to eliminate political appointments, and to assure tenure of employment. Under the Montana Merit System, veterans are granted 5 points preference in all examinations and veterans with certified service-connected disabilities are granted 10 points preference. Sixty-two per cent of all male employees of the Commission on October 1, 1948 were veterans.

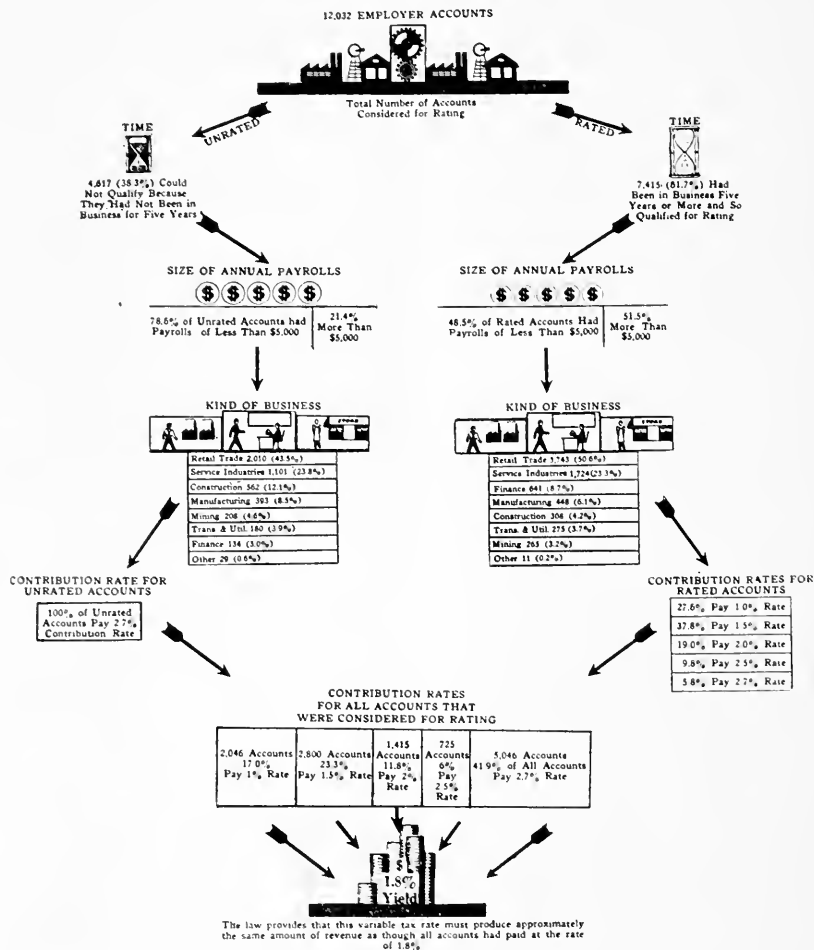
Largely because state salaries generally are not comparable with those in private industry, considerable personnel turnover based on dissatisfaction with wage scales has occurred, particularly in the post-war years. With the approval of federal and state authorities, salaries have recently been adjusted upward on the average, about \$225 a year. The October 1948 payroll shown above includes all such adjustments.

EXPERIENCE RATING—PAYROLL TAX REDUCTION

Tax Reduction Is Incentive For Employment Stabilization

An experience rating amendment adopted by the 1947 legislature is aimed primarily at encouraging employers to exert their best efforts toward bringing about an increased degree of employment stabilization.

HERE IS WHAT HAPPENS TO 12,032 EMPLOYER ACCOUNTS UNDER THE EXPERIENCE RATING AMENDMENT OF 1947 FOR THE RATE YEAR 1948



The amendment offers tax reduction as an incentive for stabilization. The tax reduction is meted out on a graduated scale according to the degree of stabilization achieved by an employer in relation to all other employers of the state.

Under the plan the employer with the best record of stabilization receives a one per cent rate and the worst record receives a 2.7 per cent contribution rate. All other employers fall somewhere in between the best and the worst and earn contribution rates according to their place in the array.

Employment Stabilization Is Rated

The three factors upon which the degree of employment stabilization achieved by any individual employer is judged are:

- (1) Downward fluctuations of the payroll which normally will indicate a decline in employment with a consequent increase in unemployment.
- (2) The amount of jobless benefits paid to individuals who are found to meet all conditions of eligibility imposed by the Law and who were last employed by the employer in question. These benefit payments are generally referred to as "chargebacks" because they are charged back against the account of the employer for purposes of determining his tax rate. The amendment provides that no employer may receive a tax reduction if benefits chargeable to his account exceed his contributions during the past three years.
- (3) The number of years in which an employer has made contributions to the unemployment compensation trust fund. The Law specifies that no employer shall be entitled to a tax reduction until he has paid contributions into the fund for five years.

This is known as experience rating because, for tax purposes, it rates the employer according to his actual experience in achieving employment stabilization over a period of years.

Montana Payroll Tax Is Cut \$3 ¾ Million In Two Years

During the two years the experience rating amendment has been in operation in Montana, the incentives for employment stabilization that have been offered to Montana's employers have totaled about 3¾ million dollars in tax reductions. During the first calendar year of operation, 1947, the amendment effected a tax reduction of about 1.8 million dollars and with this year's increasing payrolls it appears probable that the 1948 reduction

will approximate 2 million dollars. The amendment provides that the amount of revenue produced under the variable tax rate shall average out at approximately 1.8 per cent which in effect constituted a mandate for an overall tax reduction of $\frac{1}{3}$ from the previous standard rate of 2.7 per cent.

In spite of this reduction the total tax collections for the calendar year 1948 will approximate 4 million dollars which means that had the amendment not been adopted two years ago contributions for 1948 would have approximated \$6,000,000. The obvious reason for the huge collection in the face of tax reduction is the phenomenal increase in Montana's total and taxable pay-rolls.

Fund Increased Because 7 of 10 Benefit Dollars Were of Federal Origin

Because of the \$4 million collection plus a quarter of a million dollars in interest earned on the fund, the fund balance at the close of the year will be in the neighborhood of \$29 million, an increase of more than \$3 million during the calendar year. This increase occurred despite the fact that benefits totaling somewhere in the neighborhood of 3 $\frac{3}{4}$ million dollars were paid. This includes payments to self-employed and unemployed veterans as well as payments under the Montana Law. This seeming paradox is explained by the fact that about 7 out of every 10 benefit dollars paid out by the Commission was repaid to the Montana fund out of the federal treasury under terms of the Veteran's Readjustment Act. After July, 1949 benefits paid to unemployed veterans will come under the Montana Unemployment Compensation Law and as such they will not be reimbursable from federal funds. For a fuller discussion of benefit payments and the probable effect on the Montana trust fund of expiration of VRA benefit payments next July, see BENEFIT PAYMENTS.

WHAT HAPPENED WHEN A WORKER LOST HIS JOB IN FISCAL 1948?

Most Unemployed Workers Went to State Employment Office

As discussed at considerable length elsewhere in this report, there were probably as many as 150,000 job changes in Montana during 1948.

Most of the workers affected by these changes, who did not have another job lined up, went to one of the State Employment Offices operated by the Unemployment Compensation Commission in key cities throughout the state. When this job applicant arrived at the State Employment Office, the following things happened.

First—He Applied For Work

He was registered for work. That means that he was interviewed concerning his work history, his education, training experience, physical abilities and all other pertinent data. **The Law requires that before any person may receive unemployment benefits he must be registered for work.** In other words, he made application for a suitable job.

Second—If a Suitable Job Was Available, It Was Offered

After the application for work had been completed, a search of the job orders was made to determine whether any suitable job was available. **If a suitable job was available it was offered forthwith to the worker.** If the worker was unwilling to accept the job referral, he was subject to disqualification from possible benefit payments, for a period of weeks. **The Law and Regulations of the Commission require that a claimant must be able to work, available for work, willing to work, actively seeking work and that he must accept every suitable job that is offered.**

If the worker reported to the employer and was willing to accept the work but the employer decided not to hire him, then **no suitable job offer had been made and no disqualification was in order.** A bona fide job offer exists only if it is a job for which the employer is willing to hire the worker.

Third—The Worker Was Informed of His Rights

If after registering the applicant for work the local office was

unable to place him immediately on a job, **he was informed fully of his rights to file a claim for unemployment compensation or, in the case of a veteran, readjustment allowances.**

Fourth—Separation Notice Was Requested

If the worker stated a desire to file a claim (not all applicants do), he was asked to present his separation notice from his last employer. If the claimant stated that the employer did not furnish him with a separation notice, he was asked to go to the employer and seek one, provided the employer was located within reasonable walking distance. **Where this is not feasible, then, in the interests of good administration, the Commission follows a policy of soliciting from employers pertinent information in cases where there appears to be a reasonable doubt as to the reason a claimant has become unemployed.**

Fifth—Claim Was Based on Certification

Whether or not the separation notice was presented by the claimant, an initial claim was taken based on the claimant's certification and since the Law requires two waiting weeks the claimant was instructed to report back to the employment office the following week. **If during that week, the employment office received a suitable job order for which the claimant could qualify, the claimant was notified immediately and referred to the job. Refusal of a suitable job referral is grounds for disqualification.**

Sixth—Claimant Was Required to Remain Eligible Throughout Waiting Week

After one week had elapsed the claimant again reported to the employment office. At that time he certified to his availability during all of that week. **The Law requires that in order to be credited with having waited one week the claimant must have been able to work and available for work and must not have refused any suitable work offers during the week.**

Seventh—Two Waiting Weeks Required

One week later (that is, two weeks from the day he initiated his claim), the claimant again reported to the employment office, assuming of course that he had not found a job in the meantime, and certified that he had met all of the qualifications of the Law, which were the same during this second waiting week as during the first.

This made a minimum of three times that the claimant had visited the employment office and still he had received no bene-

fits. As a matter of fact he had not yet filed a compensable claim for a week of unemployment. He had rather been establishing eligibility under that section of the Law which requires that all of the above procedure must have been completed satisfactorily. On each of his three trips to the employment office, he had been subjected to the work test which means that he had been offered any suitable job that was listed with the employment office.

If he was still unemployed at that time, it could mean only one of two things—either there had been no suitable work to offer or else he had refused a suitable job offer and was subject to disqualification from receiving benefits for a period of weeks.

Eighth—Claimant Subject to Call For Work

Now, after having satisfied the requirement of two waiting weeks during which he had been able to work and available for work and had refused no suitable work, **the claimant was ready to commence serving a week of total unemployment for which he could hope to receive compensation.** Therefore, he reported to the employment office the following week. During all of that week, as in the case of both waiting weeks and every other week for which he sought benefits, the claimant was of course subject to call without notice should the employment office receive a suitable job listing.

Ninth—Three Weeks Elapsed Before First Benefit Claim Was Filed

The claimant reported to the employment office. It was his fourth visit. Three weeks had elapsed since he initiated his claim to establish eligibility for benefits. The first two weeks had been waiting weeks which were not compensable. He could now file a claim for benefits for the third week which was the first week for which he could be compensated under the Law. But he could not receive benefits for that third week if he had refused a suitable job during that week or if he had in any other way failed to retain his eligibility. The same was true for each succeeding week. **The maximum number of weeks for which any claimant can receive benefits is 16 weeks within a 12-month period.**

No Waiting Weeks Required Under Veterans Act

In the case of veterans seeking readjustment allowances, the rules of eligibility are virtually the same and procedure varies only in detail except that no waiting weeks are required under the Readjustment Allowance Act. Details of benefit payments to veterans and civilians during fiscal 1948 are given on the pages immediately following.

BENEFIT PAYMENTS

Benefit Payments During 9 Years

Benefits first became payable under the Montana Unemployment Compensation Law on July 1, 1939. Since that date, up until the close of 1948, total disbursements from the benefit fund have approximated \$25.0 million. This sum has been disbursed under three main categories of benefit payments for the fiscal year ending June 30, 1948. They are:

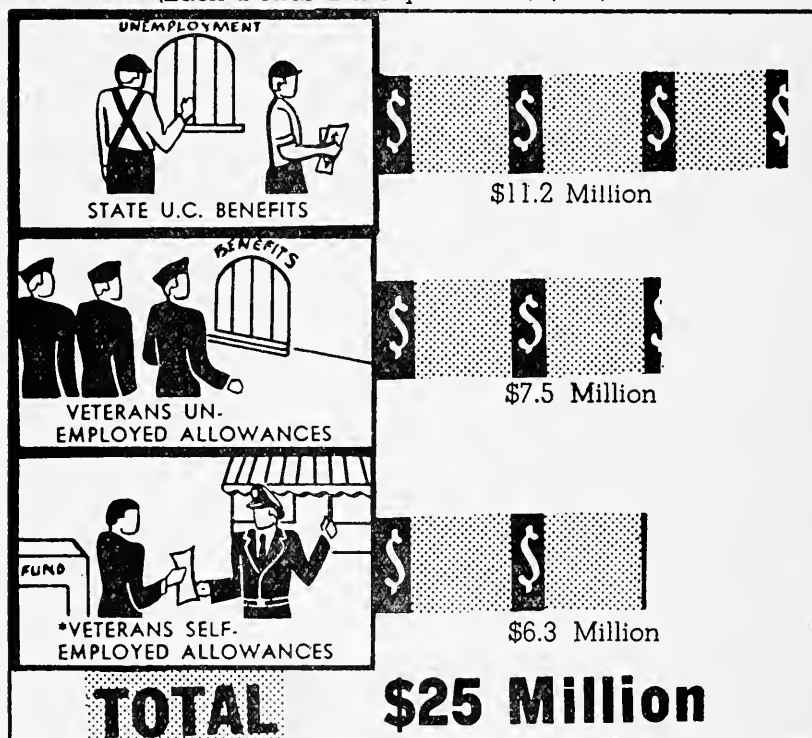
To Unemployed Civilians (in 9 years)	\$11,024,925.36
To Unemployed Veterans of War II (in 4 yrs.)....	7,393,582.72*
To Self-Employed Veterans of War II (in 4 yrs.)	5,868,032.57*

*These payments under the Servicemen's Readjustment Allowance Act are 100 per cent reimbursable by the Federal Government.

In the following Chart all figures have been projected to the close of 1948 and are therefore approximates.

WHERE BENEFITS PAID IN 9½ YEARS HAVE GONE

(Each Dollar Bill represents \$3,000,000)



It should be noted that 4½ years of benefit payments to veterans from funds reimbursable by the Federal Government have exceeded by \$2.5 million the non-reimbursable benefit payments made during a period of 9½ years from the Unemployment Compensation Trust Fund. Next July the Readjustment Allowance Act under which veteran's benefits are reimbursable will expire.

Three Categories of Benefit Payments Are Administered by the Commission

The Commission is charged by Law with paying benefits to eligible persons who qualify under three broad categories. They are:

I—Unemployment Compensation—Payable to totally unemployed persons who have worked and earned qualifying wage credits in covered industry in Montana and who are able to meet all the other qualifications of the law. These benefits are payable from the Montana Unemployment Compensation Trust Fund created by employer contributions under provision of the Montana Unemployment Compensation Law.

During fiscal 1948, benefits paid under this category totaled \$1,279,878.31.

II—Readjustment Allowance Benefits—Payable to unemployed veterans of War II as provided for under the Servicemen's Readjustment Act of 1944—commonly known as the G. I. Bill of Rights. Benefits of this category are paid from the Montana Unemployment Compensation Trust Fund but are 100 per cent reimbursable by the Federal Government.

During fiscal 1948, benefits paid under this category totaled \$1,573,532.47.

III—Readjustment Allowance Benefits—Payable to self-employed veterans of War II, as provided under the Servicemen's Readjustment Act of 1944—commonly known as the G. I. Bill of Rights. Benefits of this category are in the nature of a small business subsidy rather than an unemployment insurance benefit payment. All such payments are reimbursable by the Federal Government in the same manner as the payments to unemployed veterans.

During fiscal 1948, benefits paid under this category totaled \$1,424,967.

All three categories of payments totaled \$4,278,377.78. Of this total nearly \$3,000,000 was in the form of Readjustment Allowances which are reimbursable by the Federal Government. After July, 1949, Readjustment Allowances will expire.

At Least 65 Per Cent of Veterans Have Earned Wage Credits

A recent survey by the Commission reveals that approximately 65 per cent of all the veterans who filed for unemployed readjustment allowances last year also had earned wage credits in covered industry in Montana and it was a matter of personal choice on their part that they filed for readjustment allowances which are reimbursable rather than unemployment compensation payments, which are a direct drain on the Montana Unemployment Compensation Trust Fund. The reason for their choice is obvious. The weekly benefit payment under the Readjustment Allowance Act is \$20. Under the Unemployment Compensation Act the maximum is \$18. After next July, this freedom of choice will cease to exist.

By conservative estimate if readjustment allowances had not been in effect during the fiscal year under consideration, non-reimbursable payments under Category I above would have been increased by about \$1,000,000. In other words, the balance in the Unemployment Compensation Trust Fund would be a million dollars less than it is today.

And by very conservative estimate if the Readjustment Allowance Act had never been passed, it is highly probable that the fund would be smaller today by at least \$5 million, and perhaps it would be smaller by double that amount.

Decline in Rate of Fund Growth Is Probable

With readjustment allowances expiring in 1949, it is probable if employment conditions continue on the same high level as at present, contributions for the fiscal year commencing July 1, 1949 will not greatly exceed benefit payments from the Montana fund for the same year. And if employment levels should decline, substantially, for any reason other than foreign war, it is highly probable that benefit payments would exceed contributions. It should also be borne in mind that as employment levels increase so does the liability of the fund increase. Like any other insurance system, the greater the number of persons who are insured the greater the liability of the insurance fund. More people are earning qualifying wage credits in covered industry today than ever before and consequently should general unemployment set in more people would be eligible for benefits than ever before.

Civilian Benefit Payments during Fiscal Year 1948 From the Montana Trust Fund

During the fiscal year 1947-1948, 10,341 citizens entered employment offices operated by the Commission, and, after register-

ing for work, filed an initial claim for benefits. An initial claim is, in effect, a notice filed by the claimant certifying that the claimant is unemployed. It further attests to the circumstances under which he became unemployed. It is not a claim for benefits. Rather, it is in the nature of an affidavit filed by the claimant in an effort to establish eligibility.

Benefit Payments to Unemployed Workers During Fiscal 1948
Under Provisions of the Montana Unemployment Compensation
Act from the Unemployment Compensation Trust Fund
(See Category I)

**Total Number of Persons
Seeking to Establish
Eligibility**



**Number of Persons
Actually Establishing
Eligibility**



**Number of Persons Who
Actually Received One or
More Benefit Payments**



**Number of Persons Who
Received Maximum (16)
Weeks of Benefits**



**Greatest Number Seeking
Benefits at One Time
(Second Week in March)**



**Smallest Number Seeking
Benefits at One Time
(Third Week in October)**



**Total Number of Weeks of
Unemployment Compensated**

81,115

Total Benefits Paid

\$1,279,878*

*Includes \$5,669 paid to claimants against other states. By interstate agreement this amount is reimbursable.

Of the 10,341 initial claims that were filed only 9,255 succeeded in establishing eligibility to file future claims for benefits.

One Out of Four Received No Benefits

Of the 9,255 who established such eligibility, 7,766 actually served the two waiting weeks that are required by Law and subsequently received one or more benefit payments. Thus it can be seen that one out of every four who originally sought benefits never received any benefits at all. Most of them returned to their former jobs or were placed on new jobs by the Commission before the expiration of their two week waiting period. Notwithstanding, a total of 81,115 weeks of unemployment were compensated from the Trust Fund by the Commission during the fiscal year.

That means that the average number of weeks of unemployment of the 7,766 claimants who drew one or more benefits was 10½ weeks. The maximum number of weeks of unemployment for which anyone can be compensated under the law is 16. Thus the average duration of benefits was about 65 per cent of the maximum possible.

During the year, 2,655 claimants exhausted all of their benefits which means that they were unemployed, able to work, available for work and actively seeking work not only for the 16 weeks for which they were compensated but also for the requisite two waiting weeks.

4,369 Weekly Claims Denied

Benefits were denied for 4,369 weeks of unemployment because the claimants failed to meet all the requirements of the Law during these particular weeks.

Total amount of benefits paid was \$1,279,878 which included \$5,669 in payments made under interstate agreements with other state agencies. This \$5,669 was reimbursable by the other states.

Average benefits per claimant were \$164.83 as compared with a possible maximum of \$288 allowed by the Law.

The average amount of each weekly benefit payment was \$15.71. Under the Law, the amount of the weekly benefit payment ranges from \$7 to \$18 depending upon the amount of wages earned by the individual in covered industry. The relatively high average weekly benefit amount for fiscal 1948 reflects the high wage level by virtue of which most unemployed workers were able to qualify for maximum benefits.

One in Every 400 Montana Veterans of War II Was Unemployed and Seeking Benefits In October, 1948

By October of 1948, the number of unemployed veterans seeking benefits in Montana had dwindled to less than 150, the lowest number since the close of the war and just 1/60th of the number who were unemployed and seeking benefits in March of 1946. In other words, in early October of 1948 less than ¼ of 1 per cent or one in every 400 Montana veterans of World War II were unemployed and seeking benefits. This was far below the

BENEFIT PAYMENTS TO UNEMPLOYED VETERANS DURING FISCAL 1948 UNDER PROVISIONS OF SERVICEMEN'S READJUSTMENT ALLOWANCE ACT OF 1944 (See Category II)



Estimated Number of Different
Veterans Who Sought Unemployed
Benefit Payments At Some Time
During the Year



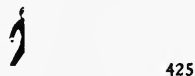
Greatest Number of Veterans
Unemployed and Seeking Benefits
At Any One Time During the Fiscal
Year (Third Week of Feb., 1948)



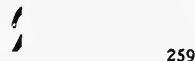
Greatest Number to Receive Benefits
At Any One Time during the Fiscal
Year (Second Week of March, 1948)



Smallest Number of Veterans Unem-
ployed and Seeking Benefits at Any
One Time During the Fiscal Year
(Third Week of October, 1947)



Smallest Number to Receive Benefits
At Any One Time During the Fiscal
Year (Third Week of October, 1947)



Average Amount of Each Weekly
Readjustment Allowance Payment

\$19.92

Total Amount of Benefits Paid

\$1,573,532.47

national average for the corresponding period. It compares with an unemployed ratio of approximately 12½ per cent of all Montana veterans in the spring of 1946.

Benefit Payments to Unemployed Veterans During Fiscal 1948

Approximately 10,000 Montana veterans were unemployed and seeking benefits at some time during the fiscal year ending June 30, 1948. The greatest number to be unemployed at any one time was 4,171 in the third week of February, 1948 when Montana's curve of seasonal unemployment, influenced largely by the weather, was at its annual peak. (See "Seasonality Causes Unemployment"—p. 15.)

The greatest number of veterans to actually qualify for and receive benefits in any single week during the fiscal year was 3,279. This is approximately five and one-half per cent of all the honorably discharged veterans of World War II in Montana. It means that, at the peak of seasonal unemployment in Montana in fiscal 1948, 1 out of every 18 veterans was unemployed and seeking benefits. The other 17 were either gainfully employed, attending school, self-employed, learning a trade, or otherwise occupied.

Self-Employed Benefits Aid One in Seven Montana Veterans

One out of every seven Montana veterans of World War II has been aided by the self-employed program and a big percentage of these veterans are now established as operators of farms or other business enterprises.

The record shows that during the first three and a half years the program was in operation nearly 9,000 Montana veterans received one or more monthly payments while seeking to become established as the proprietor of an independently operated farm or business enterprise. Self-employed payments are in the nature of a small business subsidy for veterans and have no reference to unemployment.

Since the start of the program, about 2,400 veterans received all ten of the monthly payments to which the Law entitled them. On an average, the other 6,600 who qualified for and sought self-employed benefits either managed to put their business on a paying basis or had given up and dropped out before the fifth payment was made.

Seven out of every eight veterans who started in business under the program in Montana continued and four out of every five chose farming as their line of business.

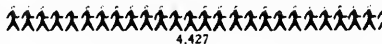
Benefit Payments to Self-Employed Veterans During Fiscal 1948

During the fiscal year ending June 30, 1948, 4,427 Montana veterans received one or more monthly payments. Eighty-five per cent of the beneficiaries were attempting to become self-supporting as farmers. Manufacturing, mining and construction accounted for 5.3 per cent of the fledgling businessmen. The service industries attracted an even 5.0 per cent, trade accounted for 3.0 per cent and transportation, communications, utilities, finance, insurance and real estate accounted for nearly all of the remaining 1.7 per cent.

BENEFIT PAYMENTS TO SELF-EMPLOYED VETERANS DURING FISCAL 1948 UNDER PROVISIONS OF THE SERVICEMEN'S READJUSTMENT ALLOWANCE ACT OF 1944 (See Category III)



Total Number of Self-Employed Veterans Who Received One or More Monthly Payments During Fiscal 1948



Industries in Which the 4,427 Veterans Were Self-Employed

Agriculture



Manufacturing, Mining and Construction



Service Industries



Wholesale and Retail Trade



Transportation, Communication, Utilities, Finance, Insurance and Real Estate and Other



Maximum Number of Monthly Self-Employed Payments Allowed by Law to Any Eligible Veteran

10.4 Payments

Average Number of Payments Actually Made to Each Eligible Claimant During Fiscal 1948

3.2 Payments

Average Amount of Each Monthly Payment Made During Fiscal 1948

\$94.67

Maximum Amount Allowed by Law to Any Eligible Claimant

\$1,040.00

Average Amount Actually Allowed to Each Eligible Claimant During Fiscal 1948

\$319.47

Total Benefits Paid to All Self-Employed Claimants During Fiscal 1948

\$1,424,967.00

Interstate Benefit Payments

By two separate types of agreement with the other states of the Union, the Commission participates in reciprocal arrangements whereby a worker who migrates from one state to another in search of work may be eligible for unemployment compensation provided he meets the eligibility requirements of the states involved.

Montana Enters 18 State Agreement

During 1948, Arizona, Arkansas, California, Georgia, Hawaii, Idaho, Louisiana, Maine, Minnesota, New Mexico, North Dakota, Oklahoma, Rhode Island, South Dakota, Utah, Vermont and Wisconsin entered into agreements with Montana whereby they will pay benefits out of their own trust funds to eligible workers in their states who have worked and earned wage credits in Montana. Under terms of the agreement those other states are reimbursed from the Montana Fund for such payments. During the fiscal year ending June 30, 1948, Montana's benefit payments under this agreement totaled \$5,669. This low total is explained by the fact that payments under this arrangement did not become operative until April, 1948.

Reciprocal agreements are of course in effect with those states and Montana is reimbursed from the trust funds of those states for any benefit payments made to eligible workers having claims against those other states.

Montana Is Agent for 34 States and Territories

The above agreement is in operation only with the states named above. With all the other states Montana has a reciprocal agreement negotiated a decade ago under which it acts as an agent for the other states in that it takes the claim of the unemployed worker and submits it to the liable state for consideration. Any benefit payments are made directly from the funds of the liable state. In like manner, these other states submit to the Montana Commission by mail the claims of workers for which the Montana Commission is liable. Under this agreement, Montana paid benefits totaling \$101,754.31 during the fiscal year ending July 30, 1948.

Exchange Favors Montana 2 to 1

It appears that the amount of benefits paid by other states to claimants in Montana during the fiscal year was nearly double the amount of interstate benefits paid out of the Montana Fund. In other words, it is highly probable that the number of workers coming into the state is still somewhat greater than the number leaving. This indicates a continuation of the uptrend which made itself apparent in 1946 when the number of war workers returning to Montana from centers of war industry exceeded migration from the state by about eight to one.

On October 1, 1948, the number of in-migrants from other states who were filing interstate claims against other states was about 50 per cent less than on October 1, 1947 and it was only about 1/5 of the number who were filing similar claims on October 1, 1946. The apparent social implication for Montana is that the phenomenal rate of population growth which occurred during the 18 months immediately following the war has tended to level off but is still maintaining something of an uptrend at a greatly decelerated tempo.

Montana Economy Now at Peak But It Could Happen Again

While Montana has been making rapid strides in virtually all phases of its economy since the close of the war, (27 per cent more employment, 25 per cent more employers, 80 per cent higher payrolls, 90 per cent higher personal income) it should be recognized that another exodus of population, with its attendant deterioration of business and employment conditions could happen now. In many respects, conditions today appear to be similar to those prevailing just prior to Pearl Harbor when the Montana war-time population and business decline commenced. The re-armament program and the European Aid program have upped the demand and wages for workers in the highly industrialized states. The increased tempo of recruitments by the armed forces must eventually be felt. As shown above, the ratio of migration into Montana is flattening out. It therefore becomes a prime concern of the State of Montana and all of its people that offsets to this trend be established in the form of new industry, new projects, new agriculture and new reclamation as rapidly as possible so that the Treasure State may hold its impressive population, employment and employer gains and go on to further employment stabilization and its attendant prosperity.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

CONTRIBUTIONS FOR NINE FISCAL YEARS STARTING JULY 1, 1939 AND ENDING JUNE 30, 1948, WITH BENEFITS AND RATIOS, BY INDUSTRIES FOR MONTANA EMPLOYERS COVERED BY THE MONTANA UNEMPLOYMENT COMPENSATION LAW. †

	July 1, 1939 to June 30, 1940			July 1, 1940 to June 30, 1941			July 1, 1941 to June 30, 1942			July 1, 1942 to June 30, 1943			July 1, 1943 to June 30, 1944			July 1, 1944 to June 30, 1945			July 1, 1945 to June 30, 1946			July 1, 1946 to June 30, 1947			July 1, 1947 to June 30, 1948			GRAND TOTAL FOR NINE YEARS		
	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)	Amount of Contributions	Benefits Paid	Ratio of Ben't to Cont'b's (per cent)
TOTAL ALL INDUSTRIES	\$2,583,841	\$2,956,594	114.4	\$2,787,742	\$2,972,226	106.6	\$3,023,980	\$1,676,791	55.4	\$3,606,826	\$ 186,047	5.1	\$3,535,487	\$ 88,212	2.5	\$3,551,535	\$73,431	2.07	\$ 3,781,081	\$ 891,248	23.57	\$ 3,623,492	\$ 931,034	25.69	\$ 3,642,205	\$1,279,878	35.14	\$30,136,189 †	\$11,055,289	36.65
MINING	526,222	694,424	131.9	638,707	750,575	117.5	813,199	291,112	35.7	969,797	25,171	2.6	926,342	24,788	2.7	720,587	15,667	2.17	600,523	242,034	40.30	404,988	151,264	37.35	484,464	163,901	33.83	6,084,829	2,358,936	39.28
Metal Mining	414,310	495,461	119.5	513,566	558,571	108.7	671,147	197,105	29.3	786,745	15,543	1.9	705,057	21,381	3.0	488,908	12,692	2.60	392,346	186,238	47.47	214,407	89,954	41.95	323,234	103,115	31.90	4,509,720	1,680,060	37.25
Coal Mining	17,442	126,892	267.4	48,912	128,990	263.7	65,977	52,371	79.3	99,305	6,844	6.8	103,547	1,930	1.8	98,020	824	.84	84,356	30,068	35.64	72,097	36,753	50.97	47,057	41,737	88.69	666,713	426,409	63.96
Petroleum & Natural Gas Prod.	56,491	36,045	63.8	66,708	38,442	57.6	63,870	26,833	41.6	65,889	1,222	1.8	95,947	920	1.0	105,726	120	0.11	96,258	14,296	14.85	94,277	16,930	17.95	86,489	11,454	13.24	731,655	146,062	19.96
Non-metallic Mining	7,979	36,026	451.5	9,521	24,572	258.0	12,205	15,003	122.9	17,858	1,562	8.7	21,791	557	2.5	27,933	2,031	7.27	27,563	11,432	41.48	21,207	7,627	31.51	27,684	7,595	27.43	176,741	106,405	60.20
CONSTRUCTION	183,704	720,079	391.9	175,504	599,065	341.8	146,290	330,740	225.9	354,155	26,374	7.4	180,552	11,325	6.3	206,318	8,755	4.24	261,778	102,065	38.99	374,106	114,871	30.70	437,375	195,333	44.66	2,319,782	2,108,607	90.90
Contractors, Building	48,371	162,148	335.2	48,368	118,821	247.0	40,743	87,075	213.7	17,145	12,312	10.5	53,089	4,615	8.6	63,017	3,260	5.17	94,177	30,078	31.94	144,755	42,978	29.69	149,224	69,951	46.88	758,889	531,238	70.00
Gen. Contr's, others than Bldg.	94,404	467,733	495.4	83,430	402,740	482.7	66,578	188,056	283.2	191,363	8,470	4.4	84,939	3,815	4.4	92,156	3,230	3.50	87,717	52,988	60.41	122,646	48,606	39.63	172,881	89,371	51.70	996,113	1,265,009	126.99
Contr's. Spec. Trade	40,929	90,198	220.3	43,706	77,504	177.3	38,969	55,609	142.7	45,647	5,592	12.2	42,524	2,895	6.8	51,146	2,265	4.43	79,884	18,999	23.78	106,705	23,287	21.82	115,270	36,011	31.24	584,780	312,360	55.31
MANUFACTURING	529,187	503,219	95.0	602,607	455,727	75.6	698,009	289,346	41.4	838,025	30,876	3.7	890,676	14,470	1.6	899,244	18,213	2.03	839,926	221,407	26.36	745,356	174,970	23.47	805,074	312,245	38.78	6,848,104	2,020,473	29.50
Food Manufacturing	139,251	259,129	186.0	149,877	212,448	141.7	141,182	141,288	100.0	173,292	11,554	6.7	198,910	6,806	3.4	208,274	8,366	4.02	228,545	96,451	42.20	224,487	73,053	32.54	180,984	120,780	66.74	1,644,802	929,875	56.53
Lumber Manufacturing	87,997	150,036	170.5	115,047	137,795	119.7	143,209	86,287	60.2	173,201	11,198	6.5	201,229	5,666	2.8	193,308	8,252	4.27	153,120	88,227	57.62	244,772	70,440	28.78	290,399	166,025	57.17	1,602,282	723,926	45.18
Printing and Publishing	54,918	11,622	21.1	56,020	13,828	24.6	53,936	9,692	17.9	52,682	3,038	5.8	54,979	633	1.1	57,094	170	0.29	62,707	3,897	6.21	59,393	4,068	8.36	44,947	2,889	6.43	496,676	50,737	10.22
Petroleum Products, Mfg.	35,503	15,607	43.9	36,476	16,733	45.8	46,780	5,121	10.9	49,202	594	1.2	47,548	525	1.1	49,404	515	1.04	50,988	2,558	5.02	34,652	2,911	8.40	34,250	2,123	6.20	384,803	46,687	12.13
Non-Ferrous Metals (Smelt. & Rfg.)	171,185	15,972	9.3	191,393	31,701	16.5	252,637	25,899	10.2	317,612	1,838	0.6	283,454	265	0.09	266,559	90	0.03	242,491	1,256	.52	91,970	2,160	2.35	171,608	1,224	.70	1,988,909	80,405	4.04
Miscellaneous Manufacturing	40,333	50,853	126.0	53,794	43,222	80.3	60,265	21,059	34.9	72,036	2,654	3.7	104,556	575	0.5	120,415	820	0.66	102,075	29,018	28.43	90,082	21,438	23.79	82,886	19,204	23.16	730,632	188,843	25.65
TRANS. COMMUN. & UTILITIES	225,007	142,513	63.3	238,657	135,473	56.9	249,389	75,451	30.2	276,051	7,448	2.7	290,394	5,395	1.9	322,919	2,460	.76	333,511	33,704	10.11	324,970	27,733	8.53	280,491	44,279	15.79	2,540,769	474,456	18.67
Trans. (except railroads)	60,278	62,964	104.4	64,547	59,664	92.4	72,998	31,153	42.6	105,758	1,891	1.8	116,339	1,135	1.0	149,395	1,113	.75	132,698	21,578	16.26	141,320	13,910	9.84	122,203	19,654	16.08	965,836	213,062	22.06
Telephone & Telegraph	44,292	14,313	32.3	46,756	18,224	38.9	55,551	7,776	15.3	61,899	1,041	1.7	63,481	613	.97	78,682	2,479	3.15	74,207	5,564	7.50	64,525	12,415	19.24	539,974	63,252	11.71			
Utilities (Public Services)	120,437	65,236	54.1	126,754	57,585	45.4	125,790	36,522	29.0	114,742	4,730	4.1	112,156	3,219	2.9	109,743	734	0.66	122,131	9,647	7.90	109,443	8,259	6.63	93,763	12,210	13.02	1,034,959	198,142	19.19
WHOLESALE & RETAIL	818,963	693,607	84.6	840,762	777,005	92.4	826,881	506,428	61.2	844,402	67,016	7.9	917,435	21,807	2.4	1,010,256	17,648	1.75	1,269,534	219,989	17.33	1,273,349	346,793	27.23	1,163,991	410,345	35.25	8,965,573	3,060,638	34.14
Wholesale Trade	273,274	151,233	55.3	276,700	151,464	54.7	271,499	155,143	42.4	284,108	22,541	7.9	304,919	7,144	2.3	339,069	5,494	1.62	421,365	70,554	16.74	383,284	71,583	18.68	339,974	76,800	22.59	2,894,192	671,956	23.22
Retail Trade	398,588	284,078	71.2	412,223	289,605	70.2	409,587	187,867	45.8	391,068	23,842	6.1	417,040	8,095	1.9	458,469	6,241	1.36	560,293	72,003	12.85	584,524	112,369	19.22	538,336	130,597	24.25	4,170,398	1,114,697	26.73
Eating and Drinking Places	105,751	212,166	200.6	106,116	283,158	276.2	100,757	177,293	175.9	124,506	19,223	15.4	154,250	6,423	4.2	193,069	5,913	3.06	259,251	73,305	28.28	271,437	157,562	58.04	248,905	196,536	78.96	1,564,042	1,141,579	72.99
Filling Stations	41,350	46,130	111.5	45,723	42,778	93.5	44,768	26,125	58.3	44,720	1,410	3.2	41,226	145	0.4	19,649	None	0.00	28,625	4,127	14.42	34,104	5,279	15.48	36,776	6,412	17.44	336,941	132,406	39.30
FINANCE, INS. & REAL ESTATE	98,415	22,818	23.1	101,473	22,017	21.6	99,575	17,902	17.9	97,928	3,601	3.7	106,739	1,721	1.6	112,627	2,204	1.96	132,470	8,902	6.72	124,473	13,013	10.43	104,157	17,256	16.57	977,776	109,434	11.19
Banks and Trust Companies	34,800	1,160	3.3	43,438	630	1.5	44,934	2,973	6.6	45,153	518	1.1	48,437	313	0.6	50,439	359	.71	57,260	2,669	4.66	54,592	3,974	7.28	46,390	4,619	9.96	425,443	17,215	.40
Security Dealers & Invest. Banking	1,533	1,025	66.9	1,511	836	55.3	1,360	599	40.0	9911																				

